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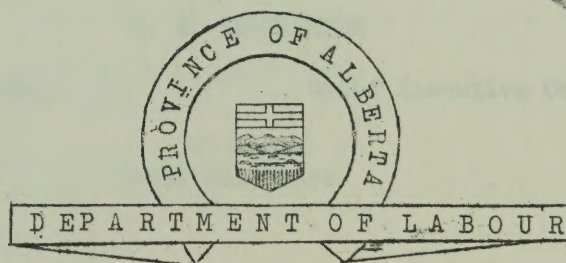
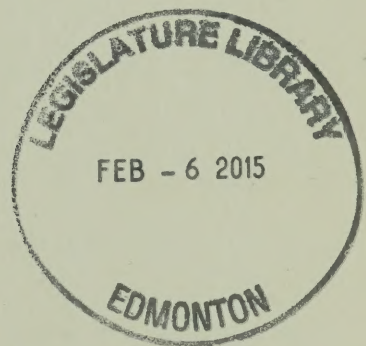
BOARD OF INDUSTRIAL RELATIONS

# BULLETIN

ON THE BOARD'S ACTIVITIES

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

ISSUED BY



K. A. PUGH  
Deputy Minister

HON. R. REIERSON  
Minister



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# TABLE OF CONTENTS

1912

Statistical Information, 1911 . . . . . 4

Application for Certification, 1911  
July 1st, 1911 to December 31, 1911 . . . . . 8

Application for Certification, 1912  
July 1st, 1912 to December 31, 1912 . . . . . 8

Application for Certification, 1913  
July 1st, 1913 to December 31, 1913 . . . . . 8

## DEPARTMENT OF LABOUR

### HONOURABLE R. REIERSON

Application for Certification, 1914  
July 1st, 1914 to December 31, 1914 . . . . . 8

Minister

K. A. PUGH

Application for Certification, 1915  
July 1st, 1915 to December 31, 1915 . . . . . 8

Deputy Minister

Application for Certification, 1916  
July 1st, 1916 to December 31, 1916 . . . . . 8

## BOARD OF INDUSTRIAL RELATIONS

### MEMBERS

Certification, 1917  
July 1st, 1917 to December 31, 1917 . . . . . 8

K. A. PUGH - Chairman

WINNIFRED ROSS      HARRY BOYSE

Certification, 1918  
July 1st, 1918 to December 31, 1918 . . . . . 8

R. B. d'ESTERRE      W. N. GRAY

Certification, 1919  
July 1st, 1919 to December 31, 1919 . . . . . 8

H. C. FRENCH

Secretary

Certification, 1920  
July 1st, 1920 to December 31, 1920 . . . . . 8

H. E. BENDICKSON

Votes on Certification, 1921  
July 1st, 1921 to December 31, 1921 . . . . . 8

Vice- Chairman

Chief Executive Officer

Votes on Certification, 1922  
July 1st, 1922 to December 31, 1922 . . . . . 8

W. MADAY

Chief Inspector

Votes on Certification, 1923  
July 1st, 1923 to December 31, 1923 . . . . . 8

Votes on Certification, 1924  
July 1st, 1924 to December 31, 1924 . . . . . 8

Votes on Certification, 1925  
July 1st, 1925 to December 31, 1925 . . . . . 8





## TABLE OF CONTENTS

|                                                                                                                        | <u>SECTION</u> |
|------------------------------------------------------------------------------------------------------------------------|----------------|
| Statistical Informational Bulletin, 1961 . . . . .                                                                     | A              |
| Application for Certification from<br>July 1st, 1961 to September 30, 1961 . . . . . ISSUED . . . . .                  | B              |
| Application for Certification from<br>July 1st, 1961 to September 30th, 1961 . . . . . REFUSED . . . . .               | C              |
| Application for Certification from<br>July 1st, 1961 to September 30th, 1961 . . . . . RETURNED . . . . .              | D              |
| Application for Certification from<br>July 1st, 1961 to September 30th, 1961 . . . . . WITHDRAWN . . . . .             | E              |
| Application for Amendments to<br>Certification (Section 65A) from<br>July 1st, 1961, to September 30th, 1961 . . . . . | F              |
| Application for Revocation from<br>July 1st, 1961 to September 30th, 1961 . . . . . ISSUED . . . . .                   | G              |
| Conciliations, (Shown as Pending)<br>as of June 30th, 1961 . . . . .                                                   | H              |
| Conciliations, from<br>July 1st, 1961 to September 30th, 1961 . . . . .                                                | I              |
| Synopsis of Successful Conciliations,<br>July 1st, 1961 to September 30th, 1961 . . . . .                              | J              |
| Conciliation Board Awards<br>July 1st, 1961 to September 30th, 1961 . . . . .                                          | K              |
| Votes on Selection of Bargaining Agent from<br>July 1st, 1961 to September 30th, 1961 . . . . .                        | L              |
| Votes on Conciliation Board Awards from<br>July 1st, 1961 to September 30th, 1961 . . . . .                            | M              |
| Votes on Strike Action from<br>July 1st, 1961 to September 30th, 1961 . . . . .                                        | N              |
| Votes on Revocation of Certification from<br>July 1st, 1961 to September 30th, 1961 . . . . .                          | O              |
| Votes on Section 104 . . . . .                                                                                         | P              |





STATISTICAL INFORMATION

BULLETIN

This Bulletin is a summary of the activities of the Board of Industrial Relations in the administration of the Alberta Labour Act during the period of July 1st, 1961 to November 30th, 1961.

Parts I to IV of the Act deal with Hours of Work, Minimum Wage, Labour Welfare, Vacation Pay, and Industrial Standards Schedules.

Part V sets forth powers for the purpose of Collective Bargaining.

This Bulletin deals with some of the Board's work in giving assistance to workers and employers in settling just and friendly settlements of all disputes.

STATISTICAL INFORMATION

TABLE 1 1961

Number of Board Meetings (including Public Hearings) 9

BULLETIN

Number of Inspections 1961 6961

Number of Business Firms Inspected "A" 2219

Number of Employees Affected 13,178

SETTLEMENTS MADE:

|                               |             |
|-------------------------------|-------------|
| Overtime arrears              | \$12,007.88 |
| Vacation Pay Orders           | 14,382.70   |
| Under Payment of Minimum Wage | 1,774.72    |
| W paid Wages                  | 11,814.37   |
|                               | \$29,979.67 |

|                                                    |     |
|----------------------------------------------------|-----|
| Number of Employees Affected by above settlements: |     |
| Male                                               | 841 |
| Female                                             | 275 |

Number of Complaints Received 1,117

|                                                                                   |    |
|-----------------------------------------------------------------------------------|----|
| Number of Employees for whom Weekly Income Declined to at least the Minimum Wage: |    |
| Male                                                                              | 13 |
| Female                                                                            | 24 |
|                                                                                   | 37 |

|                                                       |          |
|-------------------------------------------------------|----------|
| Amount of Weekly Income Declined for above Employees: |          |
| Male                                                  | \$170.81 |
| Female                                                | 62.86    |
|                                                       | \$233.67 |



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# STATISTICAL INFORMATION

## BULLETIN

This Bulletin is a synopsis of the activities of the Board of Industrial Relations in the administration of The Alberta Labour Act during the period of July 1st, 1961 to September 30th, 1961.

Parts I to IV of The Act inclusive deal with Hours of Work, Minimum Wage, Labour Welfare, Vacation Pay, and Industrial Standards Schedules.

Part V sets forth procedure for the purposes of Collective Bargaining.

This Bulletin deals with those phases of the Board's work in giving assistance to workers and employers and effecting just and friendly settlements of all disputes.

### PARTS I to IV INCLUSIVE 1961

|                                                         |   |
|---------------------------------------------------------|---|
| Number of Board Meetings<br>(including Public Hearings) | 9 |
|---------------------------------------------------------|---|

|                       |      |
|-----------------------|------|
| Number of Inspections | 6861 |
|-----------------------|------|

|                                     |      |
|-------------------------------------|------|
| Number of Business Places Inspected | 2219 |
|-------------------------------------|------|

|                              |        |
|------------------------------|--------|
| Number of Employees Affected | 13,178 |
|------------------------------|--------|

### SETTLEMENTS MADE:

|                               |                  |
|-------------------------------|------------------|
| Overtime Arrears              | \$12,037.88      |
| Vacation Pay Orders           | 14,262.90        |
| Under Payment of Minimum Wage | 1,774.72         |
| U paid Wages                  | <u>17,833.77</u> |
|                               | \$45,909.27      |

|                                                       |            |
|-------------------------------------------------------|------------|
| Number of Employees Affected<br>by above settlements: |            |
| Male                                                  | 844        |
| Female                                                | <u>273</u> |

|                               |       |
|-------------------------------|-------|
| Number of Complaints Received | 1,117 |
|-------------------------------|-------|

|                                                                                            |            |
|--------------------------------------------------------------------------------------------|------------|
| Number of Employees for whom<br>Weekly Increases Obtained to<br>at least the Minimum Wage: |            |
| Male                                                                                       | 33         |
| Female                                                                                     | <u>234</u> |
|                                                                                            | 267        |

|                                                             |               |
|-------------------------------------------------------------|---------------|
| Amount of Weekly Increases<br>Obtained for above Employees: |               |
| Male                                                        | \$135.81      |
| Female                                                      | <u>605.86</u> |
|                                                             | \$741.67      |





|                               |              |
|-------------------------------|--------------|
| Value of Vacation Stamps Sold | \$507,206.26 |
|-------------------------------|--------------|

|                                            |       |
|--------------------------------------------|-------|
| Number of Vacation Pay<br>Stamp Books Sold | 4,704 |
|--------------------------------------------|-------|

|                             |             |
|-----------------------------|-------------|
| <u>INDUSTRIAL STANDARDS</u> | <u>1961</u> |
|-----------------------------|-------------|

|                       |     |
|-----------------------|-----|
| Number of Schedules   | 30  |
| Number of Inspections | 55  |
| Number of Interviews  | 170 |
| Number of Complaints  | 16  |

|                     |  |
|---------------------|--|
| <u>PROSECUTIONS</u> |  |
|---------------------|--|

|                                           |     |
|-------------------------------------------|-----|
| Charges carried over from previous period | 25  |
| Number of Charges Laid                    | 31  |
| Convictions                               | 16  |
| Withdrawn                                 | 3   |
| Dismissed                                 | 4   |
| Pending                                   | 33  |
| Appeals                                   | Nil |

|                                                               |          |
|---------------------------------------------------------------|----------|
| Amount of fines assessed:                                     | \$365.00 |
| Amount of costs assessed:                                     | 43.70    |
| Failure to comply with Court Orders<br>vacation pay and fines | Nil      |

|                            |  |
|----------------------------|--|
| <u>Amounts Implicated:</u> |  |
|----------------------------|--|

|                  |           |
|------------------|-----------|
| Minimum          | \$1033.29 |
| Arrears of Wages | 914.11    |
| Vacation pay     | 195.38    |





BOARD OF INDUSTRIAL RELATIONS

LABOUR WELFARE REPORT

QUARTERLY REPORT ENDING SEPTEMBER 28th, 1961.

|                                                                | HOUSEKEEPING | TOILETS & WASHROOMS | DINING FACILITIES | CHILDREN | CH/IRS | WEIGHTS |
|----------------------------------------------------------------|--------------|---------------------|-------------------|----------|--------|---------|
| Instructions outstanding as of June 30th, 1961.                | 17           | 108                 | 27                | 1        | 1      | -       |
| Instructions issued July 1st, 1961 to September 30th, 1961     | 2            | 3                   | 1                 | 1        | -      | 1       |
| TOTAL                                                          | 19           | 111                 | 28                | 2        | 1      | 1       |
| Completed instructions July 1st, 1961 to September 30th, 1961. | 5            | 25                  | 7                 | 1        | -      | 1       |
| Outstanding as of September 30th, 1961                         | 14           | 86                  | 21                | 1        | 1      | -       |



# Charges laid for Infractions of The Alberta Labour Act and Orders

July 1st, 1961 - September 30th, 1961

[illegible]





## CERTIFICATIONS

Section 61 of The Alberta Labour Act provides that on receipt of an application for certification as bargaining agent, the Board shall satisfy itself that the Trade Union claiming the right to bargain for the employees, is a proper agent and has been properly elected by a majority of the employees in the unit.

The Board must also satisfy itself that the unit or classifications of employees is appropriate for collective bargaining.

The Board shall make such enquiries as is expedient to determine the merits of the application.

During the period from July 1st, 1961 to September 30th, 1961, the Board processed 47 applications plus those shown as pending previously, the disposition being as follows:-

|           |           |
|-----------|-----------|
| Granted   | 27        |
| Refused   | 11        |
| Returned  | 3         |
| Withdrawn | 2         |
| Pending   | <u>18</u> |
|           | 61        |

## REVOCATION OF CERTIFICATIONS

Section 66 of The Alberta Labour Act, provides that on receipt of an application for the Revocation of the certification of the bargaining agent, the Board shall determine the merits of the application and shall satisfy itself whether the majority of the employees in the unit desire the union to continue to act as bargaining agent or the Trade Union has ceased to be a proper bargaining agent.

During the period July 1st, to September 30th, 1961, the Board processed 1 application for the revocation of the certification of a bargaining agent, the disposition being as follows:-

|                        |   |
|------------------------|---|
| Certifications revoked | 1 |
| Applications pending   | 1 |

## CONCILIATIONS

Section 82 of The Alberta Labour Act provides that wherever a dispute exists and the parties themselves are unable to adjust it, either party may make application to the Minister for the appointment of a Conciliation Commissioner. From July 1st, 1961, to September 30th, 1961, the disputes referred and those referred to Conciliation Commissioners in the previous period progressed as follows:-

|                          |           |
|--------------------------|-----------|
| Settled in Conciliation  | 22        |
| Referred to Conciliation |           |
| Board                    | 11        |
| Application Withdrawn    | 4         |
| Lapsed                   | 0         |
| Pending                  | <u>10</u> |
|                          | 47        |





## CONCILIATION BOARDS

The Alberta Labour Act provides that where a Conciliation Commissioner is unable to bring about any settlement or adjustment of a dispute, the dispute may be referred to a Conciliation Board. If in the opinion of the Minister a further endeavour should be made to bring about agreement between the parties in dispute, the Minister may appoint a Conciliation Board consisting of three members.

During the period from July 1st, 1961 to September 30th, 1961, there were 7 Conciliation Boards established to whom 75 disputes were referred. Several disputes may be referred to one Conciliation Board where more than one employer in an industry is involved in a dispute with the same Union, conversly a Conciliation Board may deal with a dispute involving several unions and one employer. The Awards brought down by Boards during the period July 1st, 1961 to September 30th, 1961 are as follows:-

|                   |          |
|-------------------|----------|
| Unanimous Awards  | 3        |
| Majority Awards   | 4        |
| Dissent by        |          |
| Employer Members  | 4        |
| Dissent by        |          |
| Employees Members | <u>0</u> |

## VOTES:-

|                                   |    |
|-----------------------------------|----|
| Re: Conciliation Board Awards     | 83 |
| Acceptance by both parties        | 1  |
| Acceptance by Employer only       | 11 |
| Acceptance by Employees unit only | 40 |
| Rejection by both parties         | 31 |

Rejections of Unanimous Awards by either or both parties.

|              |   |
|--------------|---|
| By Employers | 1 |
| By Employees | 0 |
| By Both      | 0 |

|                                       |    |
|---------------------------------------|----|
| Re: Appointment of a Bargaining Agent | 2  |
| Re: Revocation of Certification       | 1  |
| Re: Strike Action                     | 25 |
| In favour                             | 20 |
| against                               | 5  |
| Re: Section 104 of Alberta Labour Act | 2  |

## STRIKES:

After provisions of The Alberta Labour Act complied with - 3.



THE ALBERTA LABOUR ACT

CERTIFICATIONS

FROM

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

I S S U E D

"B"





THE ALBERTA LABOUR ACT

CERTIFICATIONS

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

I S S U E D

1. Brotherhood of Painters, Decorators and Paperhangers of America,  
Local No. 1016, Edmonton, and Park and Derochie, Calgary, Alberta.

UNIT:

"Painters and Decorators (Brush and Spray)"

CERTIFICATION NO. 83 - 61

2. Brotherhood of Painters, Decorators and Paperhangers of America,  
Local 583, Calgary, and Alpine Drywall and Decorating Ltd., Calgary,  
Alberta.

UNIT:

"All Painters, Decorators and Paperhangers,  
including Foremen and Apprentices, but excluding  
Management and Office Staff."

CERTIFICATION NO. 84 - 61

3. Retail Clerks International Association, Local 401, Edmonton, and  
Canada Safeway Limited, Edmonton, Alberta.

UNIT:

"All employees employed in the stores of  
Canada Safeway Limited in the greater Grande  
Prairie area, except those in meat departments  
and location managers."

CERTIFICATION NO. 85 - 61

4. International Association of Bridge, Structural and Ornamental Iron  
Workers, Local 725, Calgary, and Stearns-Roger Engineering Co. Ltd.,  
Calgary, Alberta.

UNIT:

"All employees who are directly connected with  
all phases of erection of Structural and  
Ornamental Iron, and all employees who do  
Machinery moving and rigging and all Welders  
connected with the above."

CERTIFICATION NO. 86 - 61

5. R. Angus Employees Association, Edmonton, and R. Angus (Alberta) Ltd.,  
Jasper Place, Alberta.

UNIT:

"A unit of employees of R. Angus (Alberta) Ltd.,  
Jasper Place, Alberta, comprising all clerical  
and office staff and salesmen employed at  
or out of the plant located at 16900 - 107th  
Avenue, Jasper Place, Alberta, excluding those  
employed in a confidential or supervisory  
capacity and security guards."

CERTIFICATION NO. 87 - 61



6. Construction & General Labourers' Union, Local 1111, Calgary, and Fairmount Construction Ltd., Calgary, Alberta.

UNIT:

"Labourers excluding students employed as labourers."

CERTIFICATION NO. 88 - 61

7. Brotherhood of Painters, Decorators and Paperhangers of America, Local 1016, Edmonton, and Western Porcelain and X-Ray Protection Sales Ltd., Edmonton, Alberta.

UNIT:

"Painters and Decorators (Brush and Spray)."

CERTIFICATION NO. 89 - 61

8. Construction and General Labourers' Union, Local No. 1111, Calgary, and Paramount Construction Ltd., Calgary, Alberta.

UNIT:

"Labourers".

CERTIFICATION NO. 90 - 61

9. United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local Union No. 488, Edmonton, and Jasper Plumbing and Heating, Jasper Place, Alberta.

UNIT:

"All men working in the plumbing and pipefitting industry i.e. Journeymen plumbers, steamfitters, gas fitters and industrial pipefitters, and journeymen welders welding on pipe; steamfitters' apprentices, plumbers' apprentices, gasfitters' apprentices, welders' apprentices, industrial pipefitters' helpers; including foremen and subforemen."

CERTIFICATION NO. 91 - 61

10. United Brotherhood of Carpenters and Joiners of America, Local 2410, Red Deer, and Burns & Dutton Concrete and Construction Company Limited, Calgary, Alberta.

UNIT:

"Journeyman Carpenters, Carpenter Apprentices and Carpenter Foremen."

CERTIFICATION NO. 92 - 61

11. Hod Carriers, Building and Common Laborers Union, Local No. 92, Edmonton, and Marblex Corporation of Canada Limited, Edmonton, Alberta.

UNIT:

"Laborers, when employed as Mechanic's Helpers, for installation, repairs, patching. Laborer's tending all crafts, including mixing, scaffolding, handling and conveying all materials used by the crafts excluding employees employed at the Company's premises located at 14360 - 125th Avenue."

CERTIFICATION NO. 93 - 61





12. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, and The Rust Engineering Company (Canada) Limited, Montreal, Quebec.

UNIT:

"All employees doing Reinforcing Ironwork and Rigging."

CERTIFICATION NO. 94 - 61

13. United Brotherhood of Carpenters and Joiners of America, Local No. 1569, Medicine Hat, and Stuart Olson Limited, Edmonton, Alberta.

UNIT:

"Carpenters and Carpenter Foremen."

CERTIFICATION NO. 95 - 61

14. United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary, and Makoi Construction Ltd., Calgary, Alberta.

UNIT:

"Carpenters, Carpenter Foremen, and Apprentices."

CERTIFICATION NO. 96 - 61

15. Brotherhood of Painters, Decorators and Paperhangers of America, Local 583, Calgary, and Tonin Construction Co. Ltd., Calgary, Alberta.

UNIT:

"All Painters, Decorators and Paperhangers, including foremen and registered apprentices, but excluding management and office staff."

CERTIFICATION NO. 97 - 61

16. Construction and General Labourers' Union, Local No. 1111, Calgary, and Dawson and Hall Ltd., Vancouver, British Columbia.

UNIT:

"Labourers."

CERTIFICATION NO. 98 - 61

17. Retail Clerks International Association, Local 401, Edmonton, and Calder Supermarket Ltd., Edmonton, Alberta.

UNIT:

"All employees employed in the stores of Calder Supermarket Ltd., in the greater Edmonton area, except those in the Meat Departments and location managers."

CERTIFICATION NO. 99 - 61



18. United Brotherhood of Carpenters and Joiners of America, Local Union No. 2410, Red Deer, and Fraser & Rice Construction Ltd., Edmonton, Alberta.

UNIT:

"Journeyman Carpenters, Carpenter Apprentices and Carpenter Foremen, excluding those performing the functions of General Foremen or Superintendents."

CERTIFICATION NO. 100 - 61

19. Brotherhood of Painters, Decorators and Paperhangers of America, Local 1016, Edmonton, and Brown & Root Ltd., Edmonton, Alberta.

UNIT:

"Painters, Decorators, Brush and Spray, Glassworkers, Steam Cleaners, Sand-Blasters and allied workers in the Craft (Including Foremen)."

CERTIFICATION NO. 101 - 61

20. O. K. Construction Employees' Association, Edmonton, and O.K. Construction Ltd., Edmonton, Alberta.

UNIT:

"All employees of the O.K. Construction Ltd., Edmonton, employed in the Equipment Shop, the Crown Shop, Excavations Department, Truck Shop and Concrete Plant, excluding employees performing Office or related duties, truck drivers, managers, superintendents and all other persons acting on behalf of the Company in a supervisory or confidential capacity, or exercising managerial functions, or having authority to employ or discharge employees of the Company."

CERTIFICATION NO. 102 - 61

21. Hod Carriers, Building and Common Labourers' Union, Local No. 92, Edmonton, and Mannix Co. Ltd., Calgary, Alberta.

UNIT:

"Labourers when employed as dumpmen, tampermen, chippermen, mixermen, vibratormen, grinder operators, jackhammermen, breakermen, power saw operators, drillers, pumptenders, tubular scaffolders. - General Labourers, power buggy operators, pipe layers (non metallic), labourers tending all crafts including mixing, handling and conveying of all materials used by the crafts. Excluding Labourers engaged in pipe line construction, office staff, confidential staff, watchmen, foremen with authority to hire and those above the rank of foremen."

CERTIFICATION NO. 103 - 61.





22. United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton, and M. Drewoth Construction Ltd., Edmonton, Alberta.

UNIT: "Carpenters and Apprentices including Foremen."

CERTIFICATION NO. 104

23. United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary, and Fairmont Construction Ltd., Calgary, Alberta.

UNIT: "Carpenters, Carpenter Foremen, and Apprentices."

CERTIFICATION NO. 105 -61

24. Amalgamated Meat Cutters and Butcher Workmen of North America, Local 312, Edmonton, and Canada Safeway Limited, Edmonton, Alberta.

UNIT: "All those engaged in the preparation for sale, handling and selling of fresh, frozen, cooked and smoked meats, fish and poultry; in the stores of Canada Safeway Limited in the greater Grande Paairie area. This, however, does not include Grocery Checkers."

CERTIFICATION NO. 106 - 61

25. United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary, and J. K. Campbell and Associates Limited, Calgary, Alberta.

UNIT: "Building Insulation Applicators, Building Insulation Applicator Foremen and any other employee employed in connection with the Application of Building Insulation."

CERTIFICATION NO. 107 - 61

26. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton, and Stearns-Roger Engineering Company, Ltd., Calgary, Alberta.

UNIT: "All Teamsters, Chauffeurs, Warehousemen and Helpers employed by the Company in the Province of Alberta, except those employed within the corporate boundaries of the Cities of Calgary, Red Deer, Lethbridge and Medicine Hat, and excluding supervisory personnel who have the right to hire and fire."

CERTIFICATION NO. 108 - 61



27. National Union of Public Employees, Local Union No. 838, Red Deer,  
and The Red Deer Municipal Hospital, Red Deer, Alberta.

UNIT:

"All employees of the Hospital with the exception of Gradutate Nurses, Certified Nursing Aides, X-Ray Technicians and Students, Laboratory Technologists, Physiotherapists, Occupational Therapists, Pharmacists, Chief Engineer, Housekeeper, Dietician, Assistant Dietician, Purchasing Agent, Medical Records Librarian, Office staff and those employed in a Managerial, Supervisory or Confidential capacity."

CERTIFICATION NO. 110 - 61





THE ALBERTA LABOUR ACT

CERTIFICATIONS

FROM

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

R E F U S E D

"C"



THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

R E F U S E D

UNION

COMPANY

REASON

1. International Union of Operating Engineers, Local No. 955, Calgary, Alberta. Trale Construction Limited, Fort Macleod, Alberta. No Majority

UNIT:

"Crawler and Rubber Tired Operators with all attachments, Operators of Shovel Type Equipment, Mechanics, Welders and their Apprentices or Helpers."

2. Supervisor's and Foremen's Union, Local 833, Red Deer, Alberta. City of Red Deer, Red Deer, Alberta. Employees employed in a supervisory capacity.

UNIT:

"Assistant City Clerk, Assistant City Treasurer, Assistant Recreation Director, Purchasing Agent, License Inspector, Building Inspector, Senior Draughtsman, Senior Surveyor."

3. Supervisors' and Foremen's Union, Local 833, Red Deer, Alberta. City of Red Deer, Red Deer, Alberta. Employees employed in a supervisory capacity.

UNIT:

"Public Works Superintendent, Deputy Fire Chief, Filtration Plant Foreman, Road Foreman, Water and Sewer Foreman, Mechanic Foreman, Meter Foreman, Arena Foreman, Parks Foreman, Assistant Building Inspectors, Assistant Assessors."

4. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta. Black, Sivalls and Bryson Limited, Calgary, Alberta. Unit not Appropriate

UNIT:

"All employees who are directly connected with all phases of Structural and Ornamental Iron and Machinery Movers and Riggers."

5. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 514, Edmonton, Alberta. Mannix Co. Ltd., Calgary, Alberta. not a majority selection.

UNIT:

"All truck drivers and warehousemen employed by Mannix Co. Ltd. excluding office employees and supervisory personnel with the right to hire or discharge, personnel employed on pipeline construction and personnel employed with the Cities of Red Deer, Calgary, Lethbridge and Medicine Hat and light truck drivers within the 30 mile radius of the City of Calgary."



6. Retail Clerks International Association, Local 397, Calgary, Alberta. National System of Baking Limited, Calgary, Alberta. Refused 12 out of 24 only.

UNIT:

"All sales personnel (whether male or female, full or part-time) employed in the retail sales operation, operated by the National System of Baking Limited, in the City of Calgary and its adjacent suburbs, excluding the Manager, Office staff or anyone in a confidential capacity."

7. United Brotherhood of Carpenters and Joiners of America, Local No. 1569, Medicine Hat, Alberta. Brillz Construction, Medicine Hat, Alberta. Untimely Collective Agreement

UNIT:

"Carpenters and Carpenter Foremen."

8. International Association of Bridge, Structural and Ornamental Iron Workers, Local 725, Calgary, Alberta. Mannix Co. Ltd., Calgary, Alberta. Dismissed Existing Agreement a bar

UNIT:

"All employees doing all phases of reinforcing ironwork."

9. International Brotherhood of Boilermakers Iron Ship Builders, Blacksmiths, Forger's and Helpers, Local 146, Edmonton, Alberta. Black, Sivalls & Bryson Limited, Edmonton, Alberta. No majority selection

UNIT:

"All hourly paid employees who are employed in or about the fabrication shop (excluding office staff, field men, and supervisory personnel with the full authority to hire and fire)."

10. Supervisors' and Foremens' Union, Local 833, Red Deer, Alberta. City of Red Deer, Red Deer, Alberta. Unit in-appropriate for collective bargaining

UNIT:

"Employees of the City of Red Deer who are classified as Public Works Supt., Road Foreman, Mechanic Foreman, Meter Foremen, Head Surveyor, and other classifications of a non clerical nature below the rank of City Engineer, City Assessor, City Clerk, City Treasurer, Recreation Director and City Commissioner and not included in other certifications existing between the City of Red Deer and any other Trade Union organization and excluding employees in the Fire Department."





|     |                                                                       |                                         |                                                         |
|-----|-----------------------------------------------------------------------|-----------------------------------------|---------------------------------------------------------|
| 11. | Supervisors' and Foremens'<br>Union, Local 833, Red Deer,<br>Alberta. | City of Red Deer,<br>Red Deer, Alberta. | Unit not<br>appropriate for<br>collective<br>bargaining |
|-----|-----------------------------------------------------------------------|-----------------------------------------|---------------------------------------------------------|

UNIT:

"Employees of the City of Red Deer who are classified as Assistant City Clerk, Asst. City Treasurer, Asst. Recreation Director, Purchasing Agent, Licenice Inspector, Asst. Assessors, Building Inspectors and all other classifications of a clerical nature below the rank of City Engineers, City Assessor, City Clerk, City Treasurer, Recreation Director and City Commissioners and not including any classifications covered by existing certifications between the City of Red Deer and any other Trade Union organization and excluding employees in the Fire Department."



THE ALBERTA LABOUR ACT

CERTIFICATIONS

FROM

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

R E T U R N E D

"D"





THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

R E T U R N E D

UNION

COMPANY

REASON

- |    |                                                                                                 |                                         |                                            |
|----|-------------------------------------------------------------------------------------------------|-----------------------------------------|--------------------------------------------|
| 1. | International Hod Carriers and<br>Common Labourers Union Local No.<br>627, Lethbridge, Alberta, | Borger Bros. Ltd.,<br>Calgary, Alberta. | Confused with<br>Borger Structures<br>Ltd. |
|----|-------------------------------------------------------------------------------------------------|-----------------------------------------|--------------------------------------------|

UNIT:

"Construction Labourers."

- |    |                                                                                                                 |                                   |               |
|----|-----------------------------------------------------------------------------------------------------------------|-----------------------------------|---------------|
| 2. | United Brotherhood of Painters,<br>Decorators and Paperhangers of<br>America, Local 1016, Edmonton,<br>Alberta. | Edwin Tonn,<br>Edmonton, Alberta. | Unit improper |
|----|-----------------------------------------------------------------------------------------------------------------|-----------------------------------|---------------|

UNIT:

"Painting, Decorating, (Brush and Spray),  
Rollercoating, Sandblasting, Glazing and  
any other allied craft under the jurisdiction  
of Local Union No. 1016."



THE ALBERTA LABOUR ACT

CERTIFICATIONS

FROM

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

W I T H D R A W N

"E"



THE ALBERTA LABOUR ACT

APPLICATIONS FOR CERTIFICATIONS

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

W I T H D R A W N

UNION

COMPANY

REASON

- |    |                                                                                                                     |                                                           |              |
|----|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|--------------|
| 1. | International Association of<br>Bridge, Structural and<br>Ornamental Iron Workers, Local<br>776, Edmonton, Alberta. | Quality<br>Ornamental Iron<br>Works, Calgary,<br>Alberta. | No employees |
|----|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|--------------|

UNIT:

"All employees in the Company's Shop,  
save and except office staff."

- |    |                                                                                     |                                                        |                        |
|----|-------------------------------------------------------------------------------------|--------------------------------------------------------|------------------------|
| 2. | United Packinghouse, Food and<br>Allied Workers, Local 661,<br>Lethbridge, Alberta. | Catelli Food Products<br>Ltd., Lethbridge,<br>Alberta. | By request of<br>Union |
|----|-------------------------------------------------------------------------------------|--------------------------------------------------------|------------------------|

UNIT:

"All hourly paid employees, excluding  
foremen, those above the rank of foreman,  
office staff and sales personnel."





THE ALBERTA LABOUR ACT  
(Section 65A)

APPLICATION FOR AMENDMENTS

TO CERTIFICATIONS

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

"F"



THE ALBERTA LABOUR ACT.

APPLICATIONS FOR AMENDMENTS TO CERTIFICATIONS

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

| <u>UNION</u>                                                                                                              | <u>COMPANY</u>                                 | <u>RESULT</u> |
|---------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|---------------|
| 1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 514, Edmonton, Alberta. | Canadian Bechtel Limited<br>Edmonton, Alberta. | PENDING       |

FROM:-

"Chauffeurs, Warehousemen and Helpers, excluding material men, purchasing agent and employees engaged in handling or testing material and equipment normally handled or tested by members of other trades."

TO:-

"All employees employed by the Company comprising of all Truck Drivers, Bus Drivers, Pickup Drivers, Automobile Drivers, Ambulance Drivers or any other drivers engaged in transporting personnel or materials. Also all employees employed and engaged in Warehouse work, but excluding all supervisory personnel who have the right to hire or discharge and who drive a passenger car or half-ton pickup truck for the purpose of their own transportation during their employment. Also to exclude personnel employed or engaged in pipeline construction as defined in the National Pipeline Labour Agreement."



THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

I S S U E D

"G"





THE ALBERTA LABOUR ACT

APPLICATION FOR REVOCATION

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

I S S U E D

UNION

COMPANY

1. International Brotherhood of  
Teamsters, Chauffeurs and Ware-  
housemen of America, Local 514,  
Edmonton, Alberta.

Alberta Bedding Ltd.,  
Edmonton, Alberta.

UNIT:

"All employees of the Company excluding  
office staff and supervisory personnel  
with the right to hire and discharge."



THE ALBERTA LABOUR ACT

CONCILIATIONS

(Shown as Pending)

JUNE 30th, 1961.

"H"



THE ALBERTA LABOUR ACT

CONCILIATIONS

(Shown as Pending)

JUNE 30th, 1961.

| <u>1.</u> | <u>DISPUTES</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <u>CONCILIATOR</u> | <u>RESULT</u>       |
|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|---------------------|
|           | International Brotherhood of Electrical Workers Local Union No. 254, Calgary and The Consolidated Mining Company of Canada Limited, Calgary, Alberta.                                                                                                                                                                                                                                                                                                                                                                                              | E. F. RODWELL      | Settled.            |
| 2.        | Civic Foremen's Association Local No. 709, N.U.P.E., and the City of Calgary, Calgary, Alberta.                                                                                                                                                                                                                                                                                                                                                                                                                                                    | R.H.R. CLEMENT     | PENDING             |
| 3.        | International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary and Bekins Moving and Storage Company (Alberta) Limited, Calgary, Alberta.                                                                                                                                                                                                                                                                                                                                                             | E.F. RODWELL       | CONCILIATION BOARD. |
| 4.        | Brotherhood of Painters, Decorators and Paperhangers of America, Local 583, Calgary and certain members of the Decorating Contractors Association, as listed in Appendix "A".<br><br>Beale Decorating Co.<br>Biswanger & Son<br>Burn & Michael<br>Cam Dec Painting Co.<br>Donaldson & Evans<br>W. McKenzie<br>Norwin Decorating<br>Park & Derochie<br>J. Piskoliti & Sons<br>Rainbow Decorators<br>A. B. Rorbak<br>C. J. Sweet<br>Taylor Decorating<br>Wallace Bros.(Decorating) Ltd.<br>C. Wills<br>Vern's Decorating<br>All of Calgary, Alberta. | E. F. RODWELL      | SETTLED             |
| 5.        | Oil, Chemical and Atomic Workers International Union Local 16-666, Edmonton and Polychemical Industries Ltd., Edmonton, Alberta.                                                                                                                                                                                                                                                                                                                                                                                                                   | J. B. ADAMS        | SETTLED             |





| <u>DISPUTES</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <u>CONCILIATOR</u> | <u>RESULT</u>       |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|---------------------|
| 6. Amalgamated Association of Street, Electric Railway & Motor Coach Employees of America, Local Division 569 and the City of Edmonton, Edmonton, Alberta.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | W. MADAY           | CONCILIATION BOARD. |
| 7. United Brotherhood of Carpenters & Joiners of America, Locals 1779 and 2103 and certain members of the Calgary General Contractors Association, Calgary, Alberta, as listed on Appendix "A".<br><br>Bennett Builders<br>Bennett & White (Alberta) Ltd.,<br>Bird Construction Co. Ltd.,<br>Borger Structures Ltd.,<br>Commonwealth Construction Co., Ltd.,<br>Dominion Constrection Co. Ltd.,<br>Dunford Construction Ltd.<br>Foundation Co. of Canada Ltd.,<br>Himmelman Construction Co.,<br>Hornstrom Bros. Hurst Construction Co. Ltd.<br>Larwill Construction Co.<br>Mannix Co. Ltd.<br>McTavish, McKay & Co. Ltd.,<br>Nodwell Bros. Ltd.<br>N. Y. Construction Ltd.<br>Oland Construction Ltd.<br>Oliver Ltd.,<br>Poole Construction Co. Ltd.,<br>Walden Construction Ltd.,<br>Watson Construction Co. Ltd.<br>Hashman & Co. Ltd., (Sam)<br>Addersons Construction Co. Ltd.,<br>Bayker Construction Co. Ltd.,<br>Northgate Construction Co. Ltd.,<br>I. W. Campbell Construction Ltd.<br>All of Calgary, Alberta. | E. F. RODWELL      | SETTLED             |
| 8. Bricklayers, Marble Masons, Plasterers, Tilesetters and Terrazzo Workers, Local Union No. 2, Calgary, and:-<br><br>1. Bennett & White (Alberta) Limited, Calgary, Alberta.<br>2. Poole Construction Company Limited, Calgary, Alberta.<br>3. The Foundation Co. of Canada Limited, Calgary, Alberta.<br>4. Bird Construction Co. Limited, Calgary, Alberta.<br>5. Burns & Dutton Concrete and Construction Company Limited, Calgary, Alberta.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | E. F. RODWELL      | WITHDRAWN           |



| <u>DISPUTES</u>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <u>CONCILIATOR</u> | <u>RESULT</u>       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|---------------------|
| <p>9. United Association of Journeymen &amp; Apprentices of the Plumbing &amp; Pipefitting Industry of the U.S. and Canada, Local 488, Edmonton and certain members of the Edmonton Labour Bureau of the Canadian Plumbing &amp; Mechanical Constructors Association, Edmonton, Alberta. As shown on Appendix "A".</p> <p>Alberta Mechanical Contractors Ltd., Alta Bend Limited, Art &amp; Loyd's Plumbing Brant Welding Co., Boisvert &amp; Croft Plumbing &amp; Heating Ltd., Burns &amp; Dutton Concrete &amp; Construction Co. Ltd., Canadian Comstock Company Limited, Carse, Anderson Ltd., Casualt Engineering Ltd., Clegg-Dunn Plumbing &amp; Heating Ltd., Dow &amp; Scott Plumbing &amp; Heating Ltd., Economy Plumbing &amp; Heating Ltd., Fuller &amp; Knowles Co. Ltd., J. P. Fitzgerald Ltd., C. R. Frost Company Ltd. Haddow &amp; Maughan Ltd., R. L. Hay ' Co. Ltd., Industrial Power Installation Ltd. Jamison &amp; Kruger Co. Ltd. Kennedy Plumbing C. E. Kirkham &amp; Co. Lockerbie &amp; Hole Western Limited Meccon Installations Ltd., B. A. Moir &amp; Co. Ltd., Del-Mould Plumbing, Heating &amp; Gas Fitting Ltd. Larry Neumann Plumbing Ltd., Peters &amp; Bruha Plumbing, Heating &amp; Gas Fitting Ltd., Rudd Bros. Plumbing &amp; Heating L. J. Scobie Co. Ltd. Smith Plumbing &amp; Heating Strause Plumbing &amp; Heating Ltd. Templeton Plumbing &amp; Heating Ltd. Tubby's Plumbing Wirtanen Electric Co. Ltd. Premier Plumbing Co. Ltd.</p> | J. B. ADAMS        | CONCILIATION BOARD. |
| <p>10. Medicine Hat Laundry Workers Federal Union No. 45, C.L.C. and Medicine Hat Laundry Company Limited, Medicine Hat, Alberta.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | R. H. R. CLEMENT   | PENDING             |



|     |                                                                                                                                                                                                                                                                                                                                                                                                         |                  |                    |
|-----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|--------------------|
| 11. | International Association of Bridge, Structural & Ornamental Iron Workers, Local 725, Calgary and B & J Construction Ltd., Central Reinforcing Steel Service Ltd., Dominion Construction Company Ltd., The Foundation Co. of Canada Ltd., Kings Reinforcing Steel Service, North West Reinforcing & Steel Placing Ltd., Re-Bar Placing Services, Western Reinforcing & Steel Service, Calgary, Alberta. | R. H. R. CLEMENT | SETTLED            |
| 12. | Brotherhood of Painters, Decorators and Paperhangers of America, Local Union No. 583, Calgary, and:<br>Westgarth Decorators<br>Dutch Brothers Paints Ltd.<br>D. Holden Decorators<br>all of Medicine Hat, Alberta.                                                                                                                                                                                      | R. H. R. CLEMENT | CONCILIATION BOARD |
| 13. | International Union of Operating Engineers, Local 955, and Poole Construction Company Limited, Calgary, Alberta.                                                                                                                                                                                                                                                                                        | E. F. RODWELL    | PENDING            |
| 14. | International Union of Operating Engineers, Local 955, and Flour Corporation of Canada Limited, Calgary, Alberta.                                                                                                                                                                                                                                                                                       | E. F. RODWELL    | CONCILIATION BOARD |
| 15. | United Brotherhood of Carpenters and Joiners of America, Local Union No. 1569, and Stober & Maerz Construction, Medicine Hat, Alberta.                                                                                                                                                                                                                                                                  | E. F. RODWELL    | SETTLED            |
| 16. | United Brotherhood of Carpenters and Joiners of America, Local 1569, and Andrew Olson, Medicine Hat, Alberta.                                                                                                                                                                                                                                                                                           | E. F. RODWELL    | WITHDRAWN          |
| 17. | United Brotherhood of Carpenters and Joiners of America, Local 1569, and Oland Construction Limited, Medicine Hat, Alberta.                                                                                                                                                                                                                                                                             | E. F. RODWELL    | WITHDRAWN          |
| 18. | United Brotherhood of Carpenters and Joiners of America, Local 1569, Lethbridge, and Johnston Construction Company Limited, Medicine Hat, Alberta.                                                                                                                                                                                                                                                      | E. F. RODWELL    | WITHDRAWN          |
| 19. | United Brotherhood of Carpenters and Joiners of America, Local 1569, Lethbridge, and T. Cote, Medicine Hat, Alberta.                                                                                                                                                                                                                                                                                    | E. F. RODWELL    | SETTLED            |





- |     |                                                                                                                                                                                                                   |                  |                       |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-----------------------|
| 20. | International Brotherhood of<br>Boilermakers, Iron Ship Builders,<br>Blacksmiths, Forgers & Helpers of<br>America, Locals 392 and 146,<br>and Canadian Equipment Sales and<br>Service Co., Edmonton, Alberta.     | J. B. ADAMS      | CONCILIATION<br>BOARD |
| 21. | International Brotherhood of<br>Boilermakers, Iron Ship Builders,<br>Blacksmiths, Forgers & Helpers of<br>America, Local 392, and Steel<br>Crafts (Alberta) Ltd., Calgary,<br>Alberta.                            | J. B. ADAMS      | CONCILIATION<br>BOARD |
| 22. | International Brotherhood of<br>Boilermakers, Iron Ship Builders,<br>Blacksmiths, Forgers & Helpers of<br>America, Local 146, Edmonton,<br>and Maloney Crawford Tank &<br>Service Co. Ltd., Edmonton,<br>Alberta. | J. B. ADAMS      | CONCILIATION<br>BOARD |
| 23. | International Brotherhood of<br>Boilermakers, Iron Ship Builders,<br>Blacksmiths, Forgers and Helpers<br>of America, Local 146, Edmonton,<br>and T. I. W. Western Limited,<br>Edmonton, Alberta.                  | J. B. ADAMS      | CONCILIATION<br>BOARD |
| 24. | International Brotherhood of<br>Boilermakers, Iron Ship Builders,<br>Blacksmiths, Forgers and Helpers<br>of America, Local 146, Edmonton,<br>and Abco Boiler & Fabricators<br>Ltd., Edmonton, Alberta.            | J. B. ADAMS      | WITHDRAWN             |
| 25. | International Brotherhood of<br>Boilermakers, Iron Ship Builders,<br>Blacksmiths, Forgers and Helpers<br>of America, Local 392, and<br>McIntosh Equipment Ltd., Edmonton,<br>Alberta.                             | J. B. ADAMS      | CONCILIATION<br>BOARD |
| 26. | International Union of Operating<br>Engineers, Local 955, and Burns &<br>Dutton Concrete and Construction<br>Co. Ltd., Calgary, Alberta.                                                                          | E. F. RODWELL    | CONCILIATION<br>BOARD |
| 27. | Public School Caretakers'<br>Association, Local 474 N.U.P.E.,<br>and Edmonton Public School Board,<br>Edmonton, Alberta.                                                                                          | C. N. LOBB       | SETTLED               |
| 28. | Sheet Metal Workers International<br>Association, Local Union No. 254,<br>and certain members of the Calgary<br>Sheet Metal Association, Calgary,<br>Alberta.                                                     | R. H. R. CLEMENT | SETTLED               |



|     |                                                                                                                                                                                   |                  |                       |
|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-----------------------|
| 29. | United Cement, Lime & Gypsum<br>Workers International Union,<br>Local 331, Exshaw and Local<br>369, Clover Bar, and Canada<br>Cement Co. Ltd., Exshaw and<br>Clover Bar, Alberta. | E. F. RODWELL    | CONCILIATION<br>BOARD |
| 30. | City Hospitals Union, Local No.<br>8, N.U.P. E., and The Calgary<br>General Hospital's Board,<br>Calgary, Alberta.                                                                | R. H. R. CLEMENT | PENDING               |
| 31. | Beverage Dispensers International<br>Union, Local No. 265, Calgary,.<br>and the Canadian Legion of the<br>B.E.S.L. Branch No. 1, Calgary,<br>Alberta.                             | R. H. R. CLEMENT | SETTLED               |



CONCILIATIONS

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

"I"





THE ALBERTA LABOUR ACT

CONCILIATIONS

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

| <u>DISPUTES</u>                                                                                                                                                                           | <u>CONCILIATOR</u> | <u>RESULT</u>      |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------------------|
| 1. United Steelworkers of America, Local 5213, Calgary and T. McAvity & Sons (Western) Limited, Medicine Hat, Alberta.                                                                    | E. F. RODWELL      | SETTLED            |
| 2. International Association of Heat and Frost Insulators and Asbestos Workers Local 110, and certain Members of the Masters Insulators Association of Alberta as listed on Appendix "A". | J. B. ADAMS        | CONCILIATION BOARD |
| 3. Alberta Teachers' Association and Brooks School District No. 2092, Brooks, Alberta.                                                                                                    | E. F. RODWELL      | SETTLED            |
| 4. International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 514 Edmonton, and Alexander Bag & Barrel Ltd., Edmonton, Alberta.                         | C. B. DAGG         | SETTLED            |
| 5. Amalgamated Meat Cutters and Butcher Workmen of North America, Local No. 373, Calgary, and Alberta Poultry Marketers Ltd., Lethbridge, Alberta.                                        | E. F. RODWELL      | SETTLED            |
| 6. International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Local 987, Calgary and Broder Canning Company Ltd., Lethbridge, Alberta.                        | E. F. RODWELL      | SETTLED            |
| 7. Dairymen, Warehousemen, Cartagemen, Truckers & Helpers, Local 987, Calgary and Standard Rebuilt Products, Calgary, Alberta.                                                            | R. H. R. CLEMENT   | SETTLED            |
| 8. Beverage Dispensers' International Union Local 265, Calgary, and Chinook Hotel Company Limited, Cochrane, Alberta.                                                                     | R. H. R. CLEMENT   | SETTLED            |
| 9. United Association of Journeymen & Apprentices of the Plumbing & Pipefitting Industry of the United States & Canada, Local Union 488 and Brown & Root Ltd., Edmonton, Alberta.         | J. B. ADAMS        | CONCILIATION BOARD |
| 10. Alberta Teachers' Association and the County of Ponoka No. 3, Ponoka, Alberta.                                                                                                        | C. B. DAGG         | SETTLED            |



| <u>DISPUTES</u>                                                                                                                                                                                                                                                                                                                                | <u>CONCILIATOR</u> | <u>RESULT</u>      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|--------------------|
| 11. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary and Marshall Wells of Canada Limited, Calgary, Alberta.                                                                                                                                                                        | E. F. RODWELL      | PENDING            |
| 12. International Association of Bridge Structural and Ornamental Iron Workers , Locals 720 and 725, Edmonton and Calgary, and Dominion Bridge Company Limited, Atlas Construction Co. Ltd., Edmonton, Calgary Iron and Engineering (Structural Division), Glacier Construction Co. Ltd., and Jack Hamilton (Steel Erector), Calgary, Alberta. | R. H. R. CLEMENT   | CONCILIATION BOARD |
| 13. United Packinghouse, Food & Allied Workers Local 661, Lethbridge and Western Canadian Seed Processers Ltd., Lethbridge, Alberta.                                                                                                                                                                                                           | E. F. RODWELL      | PENDING            |
| 14. International Union of Operating Engineers, Local Union No. 703, Calgary and the Alberta Children's Hospital, Calgary, Alberta.                                                                                                                                                                                                            | R. H. R. CLEMENT   | PENDING            |
| 15. International Woodworkers of America, Local 1-207, Edmonton, and Western Plywood (Alberta) Limited, Edmonton, Alberta.                                                                                                                                                                                                                     | C. B. DAGG         | PENDING            |
| 16. United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary, and Armstrong Contracting Canada Limited, Calgary, Alberta.                                                                                                                                                                                        | R. H. R. CLEMENT   | PENDING            |
| 17. United Brotherhood of Carpenters and Joiners of America Locals 1779 and 2103, Calgary, and Paramount Construction Co. Ltd., Calgary, Alberta.                                                                                                                                                                                              | R. H. R. CLEMENT   | SETTLED            |
| 18. Construction & General Labourers' Union, Local 1111, Calgary, and Fairmont Construction Ltd., Calgary, Alberta.                                                                                                                                                                                                                            | E. F. RODWELL      | SETTLED            |
| 19. International Woodworkers of America, Local 1-207, Edmonton, and Atlas Lumber Co. Limited, Rocky Mountain House, Alberta.                                                                                                                                                                                                                  | E. F. RODWELL      | PENDING            |



SYNOPSIS OF SUCCESSFUL

CONCILIATIONS

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

"J"

1. The first part of the paper discusses the importance of the study of the history of the English language. It is argued that the study of the history of the English language is essential for a full understanding of the language and its development. The paper then goes on to discuss the various factors that have influenced the development of the English language, such as the influence of other languages, the influence of social and cultural changes, and the influence of technological advances.



## SYNOPSIS OF SUCCESSFUL CONCILIATIONS

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

1. Brotherhood of Painters, Decorators and Paperhangers of America, Local 583, and certain members of the Decorating Contractors' Association as listed on appendix "A", Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement

Local Union 583 expressed concern over the economic condition of the trade, and financial position of management, and agreed to carry on the existing agreement for a further one year period.

2. International Brotherhood of Electrical Workers, Local Union 254 and the Consolidated Mining and Smelting Company of Canada Limited, Calgary, Alberta.

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlement:-

1. An increase of 8¢ per hour for all journeymen and apprentices.
2. Statutory Holidays. Any employee absent on a qualifying day with permission shall not be disqualified for holiday pay.
3. Shift differential to be increased from 6¢ and 12¢ per hour to 7¢ and 14¢ per hour for afternoon and night shifts.

The term of the agreement to be for 1 year.

3. Beverage Dispensers' International Union, Local No. 265 and the Canadian Legion of the B.E.S.L. Branch No. 1, Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement

The main points of a first agreement are as follows:-

1. Wages: Retroactive to May 4/61      May 4/62  
Lounge Stewards - \$70.00 per week -72.50 per week  
Tapmen and No. 1      66.50 per week -68.50 per week  
Canteen Stewards  
Waiters      59.50 per week -60.50 per week  
Casual Waiters  
and Waitresses      \$1.45 per hour -\$1.45 per hour
2. Employees to be Union Members, and hired through the Local Union office, preference being given to Veterans. Employees hired who are not union members shall apply for membership within 15 days.
3. Work week to be 40 hours within 5 days
4. Overtime to be paid at time and one half of regular pay.
5. Three weeks vacation after 2 years for present staff, and three week vacation after 5 years for new employees.



6. Double time for time worked on nine named Statutory Holidays.
7. Seniority and ability to govern promotions and staff reductions. Seniority to govern re-hiring.
8. Uniforms to be supplied, laundered and kept in repair by the Employer.
9. Sick leave, to accumulate at the rate of 6 days each contract year, at rates of pay for full time staff, to commence on first day of absence on production of a medical certificate.

The term of the agreement to be for 2 years.

4. Oil, Chemical and Atomic Workers International Union, Local 16-666 and Polychemical Industries Ltd., Edmonton, Alberta.

Conciliation Commissioner - J. B. Adams

The parties agreed to the following settlement:-

1. Effective July 1, 1961 a 3¢ per hour increase on all rates of \$1.77 and over per hour and a 5¢ per hour increase to all rates below \$1.77 per hour.
2. The inclusion of a new classification of thermokup operator with a premium of 10¢ per hour.
3. The hours of work to be 8 hours per day and 42 hours per week.

The term of the agreement to be for 1 year.

5. International Association of Bridge, Structural and Ornamental Iron Workers Local 725, and B & J Construction Ltd., Central Reinforcing Steel Service Ltd., Dominion Construction Company Ltd., The Foundation Co. of Canada Limited, Kings Reinforcing Steel Service, North West Reinforcing and Steel Placing Ltd., Re-Bar Placing Service, Western Reinforcing and Steel Service, all of Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:-

1. Wages.  
Retroactive to July 1-1961 are increase of 10¢ per hour.  
An increase of 5¢ per hour in the Foreman differential.
2. Board Allowance  
An increase of 75¢ per day on Board Allowance.
3. Union Security  
Provision for employment of members of the Union in good standing.

The term of the agreement to be for 2 years.



6. United Brotherhood of Carpenters and Joiners of America Locals 1779 and 2103, Calgary and certain members of the Calgary General Contractors Association as listed on Appendix "A".

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlement:-

1. Wages Effective July 6-1961 an increase of 5¢ per hour from \$2.60 per hour to \$2.65 per hour and effective from April 1-1962 a further increase of 5¢ per hour.
2. Camp Subsistence For the duration of the contract subsistence cost to the employees to be reduced from \$2.00 per day to \$1.00 per day.
3. Subsistence. Effective July 6-1961 if no camp available the employee shall be allowed \$3.00 per day living allowance. Effective April 1, 1962 this living allowance to be increased to \$ 4.00 per day.

The term of the agreement to be for 2 years.

7. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America Local 514, Edmonton, and Alexander Bag & Barrel Ltd., Edmonton, Alberta.

Conciliation Commissioner - C. B. Dagg

The parties agreed to the following settlement.

1. Wages  
10¢ per hour across the board effective August 7-1961 to August 6-1963 and a further increase of 5¢ per hour across the board from August 7-1963 to August 6-1964.

The term of the agreement to be for 3 years.

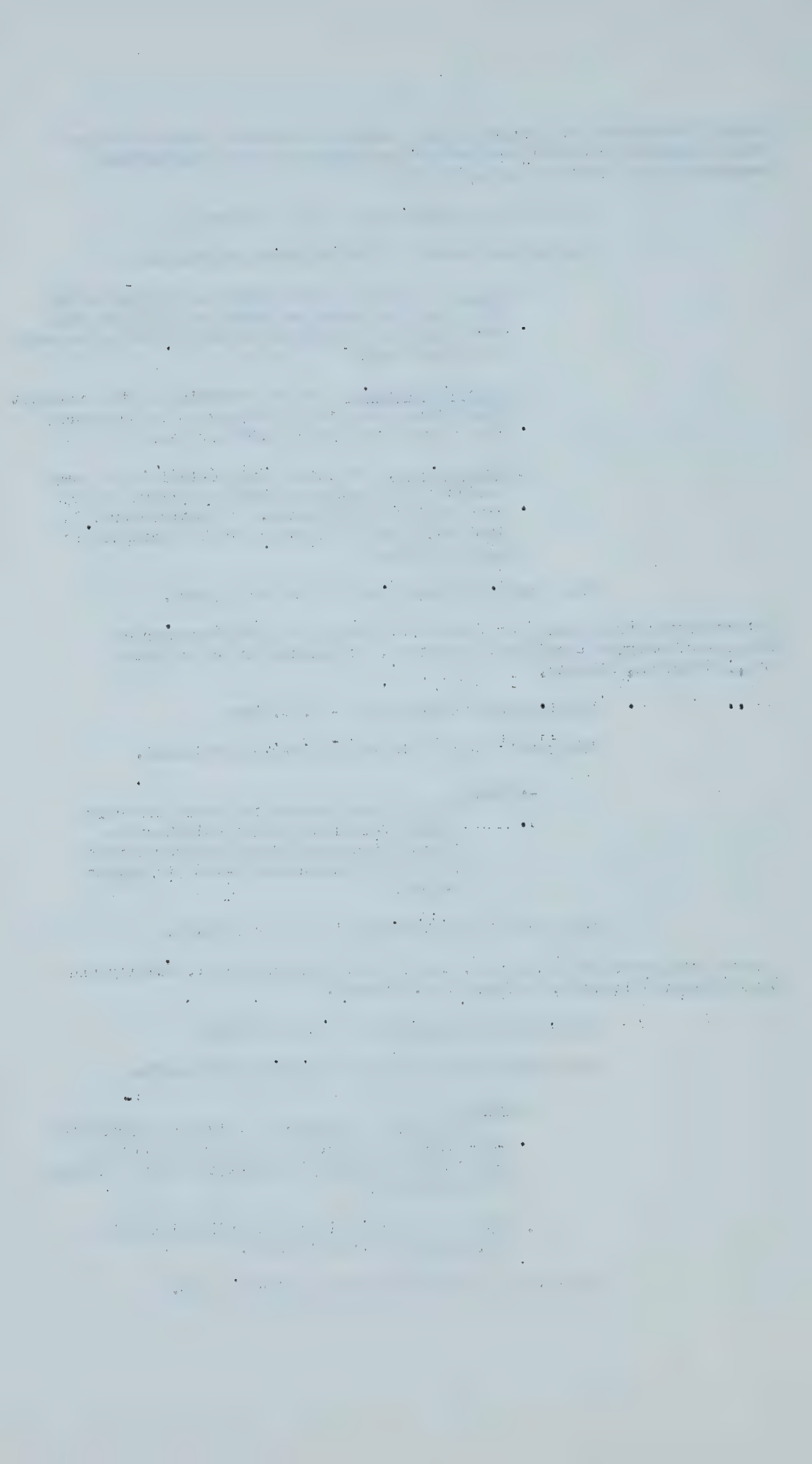
8. United Steelworkers of America, Local 5213, Calgary, and T. McAvity and Sons (Western) Limited, Medicine Hat, Alberta.

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlement:-

1. Wages  
Effective December 19 - 1961 an across the board increase of 3¢ per hour and effective June 16-1962 a further across the board increase of 5¢ per hour.
2. Adjustments in various classification rates retroactive to June 15-1961.

The term of the agreement to be for 2 years.





9. Beverage Dispensers' International Union, Local 265, Calgary and Chinook Hotel Company Limited, Cochrane, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:-

1. On and from August 1st-1961 an increase across the board for Tapmen, Waiters and Glass Washers of \$2.00 per week. Sparemen to remain status quo. On and from August 1-1962 an increase across the board for Tapmen, Waiters and Glass Washers of \$1.00 per week. Sparemen to remain status quo.

The term of the agreement to be for 2 years.

10. Dairymen, Warehousemen, Cartagemen, Truckers and Helpers Local 987, Calgary and Standard Rebuilt Products, Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:-

1. Union Security: Maintenance of Membership in respect of present members and provision for new employees to become members within 30 days.
2. Hours of Work: Regular hours of employment to be 44 hours each week, being 8 hours Monday to Friday and 4 hours on Saturdays.
3. Wages - Rebuilders \$2.00 per hour  
Assemblers Checkers \$1.50 per hour  
Shippers Receivers \$1.00 to \$1.50 per hour  
Assemblers Helpers \$1.00 to \$1.50 per hour  
Cleanermen of Parts \$1.00 to \$1.50 per hour  
Female Help .98¢ to \$1.50 per hour
4. Work performed on Statutory Holidays to be paid for at double time.
5. 2 - 15 minutes rest periods each day.
6. Company to pay out half of contributions to a health and Welfare plan.

The term of the agreement to be for 1 year.





11. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 987, Calgary and Broder Canning Co. Ltd., Lethbridge, Alberta.

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlement:-

- 1. Wages  
Regular and Permanent Male Classifications to receive \$1.38 per hour to \$1.62 per hour. Inexperinced Male Classifications to receive 96¢ per hour to \$1.40 per hour. Female Classifications to receive 85¢ per hour to 96¢ per hour.

The term of the agreement to be for 1 year.

12. Construction and General Laborers Union Local 1111 and Fairmont Construction Ltd., Calgary, Alberta.

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlement:-

- 1. Wages  
Effective September 15-1961 an increase of 5¢ per hour and a further increase of 5¢ per hour effective April 1-1962.

2. Hours of work to be 40 hours per week

The term of the agreement to be from September 15,1961 to March 31,1963, a period of 18½ months.

13. Alberta Teachers' Association and the Brooks School District No. 2092, Brooks, Alberta.

Conciliation Commissioner - E. F. Rodwell

The basis of settlement was as follows:-

| 1     | 2     | 3     | 4     | 5     | 6     |
|-------|-------|-------|-------|-------|-------|
| 3000  | 3500  | 4000  | 4700  | 5000  | 5300  |
| 8x200 | 4x350 | 6x250 | 8x300 | 8x300 | 8x300 |
|       | 4x200 | 3x200 | 2x200 | 2x250 | 2x250 |
| 4600  | 5300  | 6100  | 7500  | 7900  | 8200  |

The term of the agreement to be for 1 year.



14. Sheet Metal Workers International Association Local Union, No. 254 and certain members of the Calgary Sheet Metal Association as per Appendix "A".

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:-

1. On and from October 1-1961 an increase of 5¢ per hour.
2. No other contract changes

The term of the agreement to be for 2 years.

15. Amalgamated Meat Cutters and Butcher Workmen of North America, Local 373, Calgary and the Alberta Poultry Marketers Ltd., Lethbridge, Alberta.

Conciliation Commissioner - E. F. Rodwell

The parties agreed to the following settlement:-

1. Nine Paid Statutory Holidays
2. Wages to be  
For male employees from \$1.25 per hour to \$1.70 per hour  
For female employees from 85¢ per hour to \$1.20 per hour.

The term of the agreement to be for 1 year.

16. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1569, Medicine Hat and Stober and Maerz, Medicine Hat, Alberta.

Conciliation Commissioner E. F. Rodwell

The parties agreed to the following settlement:-

1. Wages  
Effective August 1-1961 an increase of 10¢ per hour and effective March 1-1962 a further increase of 10¢ per hour.

The term of the agreement to be for 2 years

17. United Brotherhood of Carpenters and Joiners of America, Local Union No. 1569, Medicine Hat, and Ted Cote Construction, Medicine Hat, Alberta.

Conciliation Commissioner - E. F. Rodwell

The basis of the settlement was as follows:-

1. Wages  
Effective August 1-1961 an increase of 10¢ per hour and effective March 1-1962 a further increase of 10¢ per hour.

The term of the agreement to be for 2 years



18. Alberta Teachers' Association and the County of Ponoka No. 3,  
Ponoka, Alberta.

Conciliation Commissioner - C. B. Dagg

The parties agreed to the following settlement:-

1. Salary Schedule:

|       |       |       |       |       |       |
|-------|-------|-------|-------|-------|-------|
| 3100  | 3500  | 4100  | 4900  | 5200  | 5400  |
| 5x200 | 9x200 | 6x250 | 7x300 | 9x300 | 9x300 |
| 4x100 |       | 3x200 | 2x250 |       |       |
| 4500  | 5300  | 6200  | 7500  | 7900  | 8100  |

2. Long Service:

- (a) Minimum of 10years service with County of Ponoka and/or Ponoka School Division - \$100.00 per annum.
- (b) Minimum of 15years service with County of Ponoka and/or Ponoka School Division - \$200.00 per annum.
- (c) Minimum of 20years service with County of Ponoka and/or Ponoka School Division - \$300.00 per annum.

3. Sabbatical Leave

After 10 years continious service with the County of Ponoka and/or the Ponoka School Division, teachers may make application for sabbatical leave.

The term of the agreement to be for 1 year

19. United Brotherhood of Carpenters and Joiners of America, Locals 1779 and 2103, Calgary, and Paramount Construction Co. Ltd., Calgary, Alberta.

Conciliation Commissioner - R. H. R. Clement

The parties agreed to the following settlement:-

1. Wages

\$2.65 per hour to March 31-1962  
\$2.70 per hour from April 1-1962 to March 31-1963.

The term of the agreement to be for 2 years.





20. Public School Employees Association Local 474 N.U.P.E. and the Edmonton Public School Board, Edmonton, Alberta.

Conciliation Commissioner - C. N. Lobb

The parties agreed to the following settlement:-

1. Salary Schedule  
Junior Caretaker starting at \$3400.00 per annum.  
After 1 years service \$3600.00 per annum.  
After 2 years service and qualified \$3800.00 per annum.  
Caretakers in charge of schools  
under 5 rooms \$3900.00 per annum  
under 11 rooms \$4000.00 per annum  
under 17 rooms \$4100.00 per annum  
under 23 rooms \$4200.00 per annum  
23 rooms and over \$4300.00 per annum
2. Additional Allowances  
Composite Schools without Pool and Administration Building \$370.00 per annum  
Composite Schools with Pool \$500.00 per annum  
Charge Hands Composite Schools \$150.00 per annum  
Utility men Composite School and Administration Building \$100.00 per annum
3. Hours of duty to be from 8:00 A.M. to 6:00 P.M.  
Monday through Friday with 2 hours for lunch ,  
from 12 noon to 2:00 P.M.
4. Effective July 1-1961 an increase of  $2\frac{1}{2}\%$  per hour to women
5. Salary changes to be effective September 1-1961.
6. The Boards contribution for Blue Cross coverage shall be 50% of the maximum premium for single employee for coverage of not exceeding \$6.00 per day.

The term of the agreement to be for 1 year.



CONCILIATION BOARD AWARDS

FROM

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

"K"



TO:

The Honourable R. Reiersen,  
Minister, Department of Labour,  
Administration Building,  
EDMONTON, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act  
and a dispute between the Brown & Root  
Ltd., Edmonton and the Trade Unions listed  
on Appendix "A" attached hereto.

This Conciliation Board was established pursuant to Order in Council #1682/60 dated the 7th day of November, A.D. 1960, and the members of the Board were John C. Prowse, Chairman, C.W. Clement, Member, and R. Scott, Member. The necessary extension of time was given by the parties to this dispute to the Conciliation Board.

The matter involved a dispute between Brown & Root Ltd. and some fourteen Unions. The Unions are commonly referred to as "The Edmonton Building and Construction Trades Council."

It was stated in the submission to the Board that the matter in dispute was union recognition. However, at the meetings held by the Board it became apparent that there was some question as to exactly what points were covered by the term "union recognition".

The members of the Board held several meetings with the parties and subsequently held meetings with the parties separate and apart from one another, and during the course of these meetings recommendations for a contract were made.

After careful consideration by the Board, it is the unanimous decision of this Board that the parties should enter into the agreement which is attached to this report.

One of the points mentioned by Brown & Root Ltd. in its submission was recognition of local resident rights and it is because of this point that we have included in the suggested agreement that for contracts performed outside the City of Edmonton, due regard should be given to employment of local residents in the area where work is to be performed.

(SIGNED)

John C. Prowse, Chairman

(SIGNED)

C. W. Clement

(SIGNED)

Robert Scott



LIST OF MEMBER UNIONS INVOLVED IN NEGOTIATIONS WITH

BROWN & ROOT LTD.

|            |                                                                                                                                                                                   |
|------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| LOCAL 1325 | United Brotherhood of Carpenters and Joiners of America.                                                                                                                          |
| LOCAL 1460 | United Brotherhood of Carpenters and Joiners of America,<br>(Millwrights and Helpers)                                                                                             |
| LOCAL 110  | International Association of Heat and Frost Insulators<br>and Asbestos Workers, affiliated with the American<br>Federation of Labor and Building and Construction Trades<br>Dept. |
| LOCAL 146  | The International Brotherhood of Boilermakers, Iron Ship<br>Builders and Helpers of America.                                                                                      |
| LOCAL 92   | International Hodcarriers, Building and Common Labourers<br>Union of America, (includes Roofers).                                                                                 |
| LOCAL 1016 | The Brotherhood of Painters, Decorators and Paperhangers<br>of America.                                                                                                           |
| LOCAL 424  | International Brotherhood of Electrical Workers.                                                                                                                                  |
| LOCAL 720  | The International Association of Bridge, Structural and<br>Ornamental Iron Workers.                                                                                               |
| LOCAL 955  | The International Association of Operating Engineers.                                                                                                                             |
| LOCAL 1    | Bricklayers, Masons, Tile Setters, Terrazzo Workers<br>International Union.                                                                                                       |
| LOCAL 271  | Sheet Metal Workers International Association.                                                                                                                                    |
| LOCAL 372  | Operative Plasterer's and Cement Masons' International<br>Association.                                                                                                            |
| LOCAL 924  | Operative Plasterer's and Cement Masons' International<br>Association.                                                                                                            |
| LOCAL 205  | Wood, Wire and Metal Lathers.                                                                                                                                                     |

each Company project, and such steward will be recognized by the Company as the representative of his Union on such project. Such job steward shall be a qualified Journeyman or higher rating in the trade he represents. It is specifically agreed that the job stewards and other Union officers and representatives employed by the Company will not absent themselves from their regular duties for the purpose of Union business without first obtaining permission of the Company's superintendent.

- (d) The Company will provide suitable Bulletin Boards for the purpose of posting notices of Union meetings, Union elections, Union election returns, Union appointments to office, and Union recreational and social affairs. No other written or printed matter will be distributed or posted by the Union on Company premises except with specific approval of the management.





4. THE RESERVATION OF MANAGEMENT RIGHTS:

It is agreed that the prerogatives of the management of the Company for the responsibility of selection, control, promotion, demotion, disciplining, and discharge of employees are recognized and conceded. It is understood and agreed that any of the rights, powers, or authority the Employer had prior to the signing of this agreement are retained by the Employer except as specifically limited by any of the provisions of this agreement.

5. NO STRIKES OR LOCKOUTS:

The Company agrees that it will not cause or direct any lockout of its employees, and the Council and the unions agree that there will be no strikes or other collective action which will stop or interfere with production or construction, during the life of this agreement.

6. JURISDICTION OVER WORK CATEGORIES:

In the event of a jurisdictional dispute, such dispute shall be settled in accordance with the practice of the Building and Construction Trade Department of the A.F.L.-C.I.O. without permitting the dispute to interfere with prosecution or progress of the work. Compliance with the decision shall not be made retroactive prior to the date written notification of the settlement is furnished the Company.

7. LEGAL HOLIDAYS:

The following nine days shall be recognized as legal holidays:

|                |                   |
|----------------|-------------------|
| New Years Day. | Thanksgiving Day. |
| Good Friday.   | Remembrance Day.  |
| Victoria Day.  | Christmas Day.    |
| Dominion Day.  | Boxing Day.       |
| Labour Day     |                   |

When one of these holidays falls on Sunday, the Monday following will be observed as a legal holiday. No work shall be performed on Labour Day except as necessary for the protection of life or property, or for prevention of damage to plant, machinery, or equipment.

8. WAGE RATES, WORKING HOURS AND WORKING CONDITIONS:

- (a) For work performed in the City of Edmonton the Company agrees to comply with the wage rates, working hours, and working conditions established by Construction agreements currently in effect between the Unions signatory hereto and other Companies in the Edmonton area. In the event that there be at any time no collective labour agreement currently in effect between any Union signatory hereto, and other Companies in the Edmonton area, then the wage rates, working hours and other working conditions will be negotiated directly by the Company and such signatory Union.
- (b) In the event changes in wage rates are established by collective agreements between the Unions and those employers with whom they normally bargain, the Company will amend accordingly, however, the Company is not obligated to recognize any such change retroactively before the date on which it is informed in writing of the terms and completion of the new agreement.
- (c) For all work performed outside the City of Edmonton, a pre-job conference shall be held between the Company and the member local unions to establish conditions covering travel pay, transportation, board and lodging or subsistence for those employees not residing in the locality where the work is performed. Due regard shall be given to employment of local residents in the area where work is to be performed.





- (d) It is mutually agreed by all the parties signatory hereto that the hours of beginning and ending of any shift will be established by the Company with reasonable notice to the employees in order to take advantage of maximum daylight hours for work to be performed the hour of beginning to not be before 7:00 A.M., and that overtime pay will not be claimed or paid by reason of such variation from the usual hours of beginning and ending of shifts. Overtime will be paid based on actual hours of overtime work performed on each shift. In the event the hour of beginning shall be prior to 7:00 A.M. Agreement to both parties shall be first obtained.

9. ADJUSTMENT OF GRIEVANCES AND DISPUTES:

- (a) Any employee of the Company shall be at liberty to take up a grievance directly with the Company's representative if he so desires without the intervention of the Union or its' representatives. On the other hand, if any employee so desires, he may have a grievance taken up on his behalf by officials of the Union. The Company agrees to discuss such grievances with the Union officials, and if informal discussions do not resolve and dispose of any grievance, the Executive committee of the Union having jurisdiction shall be designated a grievance committee to further discuss and resolve the matter with the Company management.
- (b) If any differences concerning the interpretation, application, operation, or any alleged violation of this agreement arise between the employer and his employees the representatives of the employer and of the Union shall meet and endeavour to resolve the difference.
- (c) If the parties fail to reach an agreement under the above step, within a period of five working days either party may by written notice to the other party, stating the nature of the difference, require the establishment of a grievance board. Such written notice must be served within ten days following the completion of the preceding step.
- (d) Each party shall appoint one member as its' representative on the grievance board within seven days of such notice. The two members so appointed shall endeavour to select an independent chairman.
- (e) If the two members fail to select a chairman within five days after the day on which the last of the two members is appointed, they shall request the Minister of the Department of Labour to select a chairman.
- (f) The grievance board may not change, modify or alter any of the terms of this agreement. All differences submitted shall present an arbitrable issue under this agreement, and shall not depend on or involve an issue or contention by either party that is contrary to any provision of this agreement or that involves the determination of a subject matter not covered by, or arising during the term of this agreement.
- (g) The grievance board shall give its' decision not later than fourteen days after the appointment of the chairman except that with the consent of both parties such limitation of time may be extended. The findings and decision of a majority of the members of a grievance board on all arbitrable questions shall be the findings and decision of the grievance board and shall be binding on all parties.
- (h) Each party to the difference shall bear the expenses of its' respective nominee to the grievance board and the two parties shall bear equally the expenses of the chairman.

10. TERMS OF AGREEMENT.

This Agreement shall be effective until December 31, 1965, subject to termination of the agreement at any time after one year, from the effective date hereof as provided in Section 73 of the Alberta Labour Act.



TO:

The Honourable R. Reiersen,  
Minister of Labour,  
EDMONTON, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute  
between the Edmonton Typographical Union No. 604, and  
certain members of the Canadian Graphic Arts Association  
(Edmonton Branch), Edmonton, Alberta.

The Conciliation Board appointed by Order-in-Council No. 918/61  
dated June 13th, 1961, held meetings with representatives of the parties  
to the dispute and considered the representations made by the said parties.

The Members of the Conciliation Board were:-

- MR. A. DUBENSKY, M.A., L.L.B., Chairman.  
MR. A. O. ACKROYD, B.Ed., M.A., L.L.B., Member representing  
the employers.  
MR. D. GRAHAM, Member representing the Union.

The complete agreement between the parties was in dispute and was  
referred to the Conciliation Board.

- (1) Effective February 15th, 1961, to February 14th, 1962, the  
Journeyman's rate shall be \$2.38 per hour and effective  
February 15th, 1962, to February 14th, 1963, the Journeyman's  
rate shall be \$2.45 per hour. The differential between night  
work and day work shall remain in the same proportion as in  
the previous agreement.
  - (2) Full retroactive pay.
  - (3) Three weeks vacation after ten years.
  - (4) In all other respects the agreement shall remain the same.
- All of which is respectfully submitted.

(signed)  
A. DUBENSKY,  
Chairman.

D. GRAHAM,  
Member.

DATED at Edmonton, Alberta,  
this 4th day of August, 1961.





TO:

The Honourable R. Reiersen,  
Minister of Labour,  
Edmonton, Alberta.

Sir:-

MINORITY REPORT

IN THE MATTER OF The Alberta Labour Act and a dispute  
between the Edmonton Typographical Union No. 604, and  
certain members of the Canadian Graphic Arts Association  
(Edmonton Branch), Edmonton, Alberta.

As a member of the Conciliation Board appointed in the above matter, it is with regret that I am unable to share the whole view of the Chairman and Mr. Graham in their recommendations.

Throughout the several days of hearings with the parties, the Chairman made extended efforts to conciliate the dispute and diligently explored all possible avenues of bringing the parties together. These efforts failed and the Conciliation Board was faced with the responsibility of making a recommendation with the full knowledge that the recommendations so made would probably be refused by one or both of the parties.

The Board in effect was then faced with making recommendations which, in the opinion of the Board, were fair and reasonable in the circumstances.

The Board Members in general agreed to a wage proposal for a two year contract which was in excess of several settlements in other industries affected during this year through collective bargaining. The Board in general agreed to an additional item of increased vacation benefits.

Throughout the negotiations and throughout the Conciliation Board hearings, the employers had requested an adjustment in a provision of the present agreement dealing with retroactive pay. The present agreements require full retroactive pay regardless of the date that settlement of a new contract may be made. In the present case the agreements between the parties expire on the 15th day of February, and the item of retroactive pay will amount to a considerable cost to each of the Printing Companies in the city.

The Members of the Conciliation Board were urged to recommend that where the parties had failed to reach agreement by the expiry date of the present contract the Union and the employer would each absorb 50% of the responsibility for the retroactive wage feature. In other words the retroactive feature of the agreement will extend to only 50% of accrued retroactive pay.

It was the writer's contention that the existing clause which guarantees full retroactivity stands as a barrier to bargaining in good faith and that the function of a Conciliation Commissioner or a Conciliation Board in dealing with retroactive pay as set out in The Alberta Labour Act is completely abrogated.

The Chairman and the Member of the Conciliation Board refuse to consider the only request of the employer for a change in the agreement and that accordingly the writer regrets that he is unable to agree with the Award recommended by the other two Members.

All of which is respectfully submitted,

(SIGNED)  
A. C. ACKROYD,  
Member.

DATED at Edmonton, Alberta,  
this 11th day of August, 1961.



To:

The Honourable R. Reiersen,  
Minister of Labour,  
Edmonton, Alberta.

Sir:-

IN THE MATTER OF The Alberta Labour Act and a dispute  
between the International Brotherhood of Bookbinders  
and Binderywomen's Union No. 188, and certain members  
of the Canadian Graphic Arts Association (Edmonton Branch)  
Edmonton.

---

The Conciliation Board appointed by Order-in-Council No. 919/61  
dated June 13th, 1961, held meetings with representatives of the parties  
to the dispute and considered the representations made by the said parties.

The Members of the Conciliation Board were:-

MR. A. DUBENSKY, M.A., L.L.B., Chairman.  
MR. A. O. ACKROYD, B.Ed., M.A., L.L.B., Member representing  
the employers.  
MR. D. GRAHAM, Member representing the Union.

The complete agreement between the parties was in dispute and  
was referred to the Conciliation Board.

After considering the evidence and the briefs submitted, the  
Conciliation Board makes the following recommendations:-

1. Effective February 15th, 1961, to February 14th, 1962, the  
Journeyman's rate shall be \$2.38 per hour and the Journeywomen's  
rate shall be \$1.50 per hour. Effective February 15th, 1962, to  
February 14th, 1963, the Journeyman's rate shall be \$2.45 per hour  
and the Journeywomen's rate shall be \$1.54 per hour. The differen-  
tial between night work and day work shall remain in the same pro-  
portion as in the previous agreement.
2. Full retroactive pay.
3. Three weeks vacation after ten years.
4. In all other respects the agreement shall remain the same.
5. The Union submitted that the employer had agreed to discuss the  
reduction in the work week. This clause in fact is written into  
the agreement which is still effective. The Board is of the opinion  
that since the matter is arbitrable, the binderymen and binderywomen  
should pursue the course open to them and that is proceed to  
arbitration on this issue.

All of which is respectfully submitted,

DATED at Edmonton, Alberta, this 2nd day of August, 1961.

(signed)  
A. DUBENSKY,  
Chairman.

(signed)  
D. GRAHAM,  
Member.





TO:

The Honourable R. Reiersen,  
Minister of Labour,  
Edmonton, Alberta.

Sir:-

MINORITY REPORT

IN THE MATTER OF The Alberta Labour Act and a dispute  
between the International Brotherhood of Bookbinders  
and Binderywomen's Union No. 188, and certain members  
of the Canadian Graphic Arts Association (Edmonton Branch)  
Edmonton.

As a member of the Conciliation Board appointed in the above matter, it is with regret that I am unable to share the whole view of the Chairman and Mr. Graham in their recommendations.

Throughout the several days of hearings with the parties, the Chairman made extended efforts to conciliate the dispute and diligently explored all possible avenues of bringing the parties together. These efforts failed and the Conciliation Board was faced with the responsibility of making a recommendation with the full knowledge that the recommendations so made would probably be refused by one or both of the parties.

The Board in effect was then faced with making recommendations which, in the opinion of the Board, were fair and reasonable in the circumstances.

The Board Members in general agreed to a wage proposal for a two year contract which was in excess of several settlements in other industries affected during this year through collective bargaining. The Board in general agreed to an additional item of increased vacation benefits.

Throughout the negotiations and throughout the Conciliation Board hearings, the employers had requested an adjustment in a provision of the present agreement dealing with retroactive pay. The present agreements require full retroactive pay regardless of the date that settlement of a new contract may be made. In the present case the agreements between the parties expire on the 15th day of February, and the item of retroactive pay will amount to a considerable cost to each of the Printing Companies in the city.

The Members of the Conciliation Board were urged to recommend that where the parties had failed to reach agreement by the expiry date of the present contract the Union and the employer would each absorb 50% of the responsibility for the retroactive wage feature. In other words the retroactive feature of the agreement will extend to only 50% of accrued retroactive pay.

It was the writer's contention that the existing clause which guarantees full retroactivity stands as a barrier to bargaining in good faith and that the function of a Conciliation Commissioner or a Conciliation Board in dealing with retroactive pay as set out in The Alberta Labour Act is completely abrogated.

The Chairman and the Member of the Conciliation Board refuse to consider the only request of the employer for a change in the agreement and that accordingly the writer regrets that he is unable to agree with the Award recommended by the other two Members.

All of which is respectfully submitted,

(SIGNED)  
A. O. ACKROYD,  
Member.

DATED at Edmonton, Alberta,  
this 11th day of August, 1961.





TO:

The Honourable R. Reiersen,  
Minister of Labour,  
EDMONTON, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute  
between the Edmonton Printing Pressmen and Assistants'  
Union Local No. 255, and certain members of the Canadian  
Graphic Arts Association (Edmonton Branch), Edmonton,  
Alberta.

---

The Conciliation Board appointed by Order-in-Council No. 919/61  
dated June 13th, 1961, held meetings with representatives of the parties  
to the dispute and considered the representations made by the said parties.

The Members of the Conciliation Board were:-

MR. A. DUBENSKY, M.A., L.L.B., Chairman.

MR. A. O. ACKROYD, B.Ed., M.A., L.L.B., Member representing  
the employers.

MR. D. GRAHAM, Member representing the Union.

The complete agreement between the parties was in dispute and  
was referred to the Conciliation Board.

After considering the evidence and the briefs submitted, the  
Conciliation Board makes the following recommendations:-

- (1) Effective February 15th, 1961, to February 14th, 1962, the  
Journeyman's rate shall be \$2.38 per hour and effective  
February 15th, 1962, to February 14th, 1963, the Journeyman's  
rate shall be \$2.45 per hour. The differential between night  
work and day work shall remain in the same proportion as in  
the previous agreement.
- (2) Full retroactive pay.
- (3) Three weeks vacation after ten years.
- (4) In all other respects the agreement shall remain the same.

All of which is respectfully submitted,

(signed)

A. DUBENSKY,  
Chairman.

(signed)

D. GRAHAM,  
Member.

DATED at Edmonton, Alberta,  
this 4th day of August, 1961.



TO:

The Honourable R. Reiersen,  
Minister of Labour,  
Edmonton, Alberta.

Sir:-

MINORITY REPORT

IN THE MATTER OF The Alberta Labour Act and a dispute between the Edmonton Printing Pressmen and Assistants' Union Local No. 255, and certain members of the Canadian Graphic Arts Association (Edmonton Branch), Edmonton, Alberta.

As a member of the Conciliation Board appointed in the above matter, it is with regret that I am unable to share the whole view of the Chairman and Mr. Graham in their recommendations.

Throughout the several days of hearings with the parties, the Chairman made extended efforts to conciliate the dispute and diligently explored all possible avenues of bringing the parties together. These efforts failed and the Conciliation Board was faced with the responsibility of making a recommendation with the full knowledge that the recommendations so made would probably be refused by one or both of the parties.

The Board in effect was then faced with making recommendations which, in the opinion of the Board, were fair and reasonable in the circumstances.

The Board Members in general agreed to a wage proposal for a two year contract which was in excess of several settlements in other industries affected during this year through collective bargaining. The Board in general agreed to an additional item of increased vacation benefits.

Throughout the negotiations and throughout the Conciliation Board hearings, the employers had requested an adjustment in a provision of the present agreement dealing with retroactive pay. The present agreements require full retroactive pay regardless of the date that settlement of a new contract may be made. In the present case the agreements between the parties expire on the 15th day of February, and the item of retroactive pay will amount to a considerable cost to each of the Printing Companies in the city.

The Members of the Conciliation Board were urged to recommend that where the parties had failed to reach agreement by the expiry date of the present contract the Union and the employer would each absorb 50% of the responsibility for the retroactive wage feature. In other words the retroactive feature of the agreement will extend to only 50% of accrued retroactive pay.

It was the writer's contention that the existing clause which guarantees full retroactivity stands as a barrier to bargaining in good faith and that the function of a Conciliation Commissioner or a Conciliation Board in dealing with retroactive pay as set out in The Alberta Labour Act is completely abrogated.

The Chairman and the Member of the Conciliation Board refuse to consider the only request of the employer for a change in the agreement and that accordingly the writer regrets that he is unable to agree with the Award recommended by the other two members.

All of which is respectfully submitted,

(SIGNED)  
A. O. ACKROYD,  
Member.

DATED at Edmonton, Alberta,  
this 11th day of August, 1961.



TO

The Honourable R. Reiersen,  
Minister of Labour,  
EDMONTON, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a  
dispute between the Beverage Dispensers, Hotel  
Service, Culinary and Restaurant Employees Union,  
Local 579, Edmonton, and the Athabasca Valley  
Hotel, Hinton-Drinnen, Alberta.

The Conciliation Board appointed by Order-in-Council No.  
1014/61 dated June 29th, 1961, held meetings with representatives of  
the parties to the dispute and considered the representations made by  
the said parties.

The Members of the Conciliation Board were:-

MR. L. W. WHITE, Chairman.  
MR. KEITH M. MILLAR, Member representing the Employer.  
MR. KEITH JOHNSON, Member representing the Union.

The issues referred to the Conciliation Board were:-

Article 1 - Purpose  
Article 2 - Recognition  
Article 3 - Union Shop and Condition of Employment  
Article 4 - Hours of Work  
Article 5 - Sick Leave  
Article 6 - Wage Scale and Classifications.  
Article 7 - Annual Vacations and Statutory Holidays  
Article 8 - Seniority and Promotions  
Article 11- Uniforms and Wearing Apparel  
Article 12- General

After considering the evidence and the briefs submitted, the  
Conciliation Board reports as follows:-

The following items were agreed to between the parties to the  
dispute and the Conciliation Board unanimously concurs:-

Article 1 - Purpose  
Article 2 - Recognition  
Article 5 - Sick Leave  
Article 7 - Annual Vacations and Statutory Holidays  
Article 8 - Seniority and Promotions.

For clarification, however, the Conciliation Board quotes as  
follows:-

1. Article 1 - Purpose

- (a) The purpose of this Agreement is to maintain a cooperative and  
harmonious relationship between the Employer and its Employees  
being members of the Union.







- (b) To provide an amicable method of settling any difference or grievance which may arise between the Employer and its Employees.
- (c) To promote the mutual interests of the Employer and the Employees.
- (d) To provide for the operation of the premises of the Employer under methods which will further to the fullest extent possible the safety, welfare, and health of the Employee, economy of operation, cleanliness of premises and protection of Employee, public and property. It is recognized by this Agreement to be the duty of the Employer and Employee to cooperate fully, individually, and collectively, for the advancement of said conditions.

2. Article 2 - Recognition.

- (a) The Employer recognizes the Union as the sole bargaining agency for all Employees coming within the confines of the bargaining unit as issued under Certificate No. 33-61 by the Board of Industrial Relations of the Government of the Province of Alberta issued on the 14th day of March, 1961.

3. Article 5 - Sick Leave.

- (a) All Employees of the Employer who are employed on a full time basis, shall be entitled to sick leave not to exceed an aggregate total of six (6) days in any one (1) calendar year after one(1) year of continuous employment. Maximum sick leave to be six (6) days per calendar year, provided however, that the payment for such sick leave benefits shall be made only upon the presentation of a Doctor's Certificate certifying to such illness or off-duty accident.
- (b) Any unused portion of sick leave credits in one (1) calendar year may be carried into the next calendar year, and accumulate only to a total of six (6) days sick leave and shall accumulate on the basis of 1/2 days credit to the sick leave bank of six (6) days at the rate of 1/2 day credit per calendar month until the total of six (6) days credit has been again accumulated.
- (c) It is expressly understood and agreed that the Employer will not pay for any sick leave request in excess of a total of six (6) days per calendar year.

Further to this Article, the Company advised the Conciliation Board during the meeting that it was now withdrawing the offer of its London Life Health Plan to any employee not presently covered.

4. Article 7 - Annual Vacations and Statutory Holidays.

- (a) The revised provisions of the Alberta Vacations with Pay Order shall apply.
- (b) For all work performed on the following holidays, New Years Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day, the Employer shall compensate all Employees covered by this Agreement at the rate of time and one-half, and where an Employee is not required to work, no deduction shall be made for time not worked from his regular weekly wage. It is further agreed that no wages shall be deducted for time lost by Employees who are not required to work due to a department of the Employer's premises being closed on election day.



5. Article 8 - Seniority and Promotions.

- (a) Senior Employees, in years of service, shall have the preference of retaining their jobs provided merit and ability are acceptable, when a reduction of staff takes place.
- (b) Senior Employees, in years of service, shall, so long as ability and suitability are equal, be given preference for promotion.
- (c) Employees temporarily laid off shall, where ability and suitability are equal, be given preferred consideration when Employees are being returned to service.
- (d) Nothing in this Agreement shall detract from nor interfere with the right of the Employer to suspend, transfer, lay off, or discharge an Employee for proper and sufficient cause, it being further understood and agreed that the Employer shall have the sole right to determine whom he shall hire, fire, promote or deal with in any other mention whatsoever.

In the following paragraphs the Conciliation Board presents its recommendations where the parties could not reach an agreement.

6. Article 3 - Union Shop and Condition of Employment

The following was agreed to by the parties to the dispute and the Conciliation Board unanimously concurs:-

- (a) Any Employee may by an order in writing, signed by him or her, request the Employer to apply any part of the monies due by the Employer to the Employee to the payment of regular Union dues only. The Employer agrees to remit once monthly, regular Union dues deducted from Employees, when properly authorized to do so, to the Financial Secretary of the Union within fifteen (15) days following date of deduction.

The Conciliation Board unanimously recommends the following:-

- (b) Any employee who is a member of the Union on the effective date of this Agreement shall, as a condition of employment, maintain his membership in the Union during the term of this Agreement.
- (c) Any employee who is not now a member of the Union but who subsequently joins the Union during the term of this Agreement shall then, as a condition of employment, maintain his membership in the manner set out above in subsection (b).

7. Article 4 - Hours of Work.

The following was agreed to by the parties to the dispute and the Conciliation Board unanimously concurs:-

- (a) That all overtime worked by an employee shall be paid for at the rate of time and one-half.
- (b) That no shift shall be split more than once in any one (1) working day. Shifts shall be arranged so that all employees covered by this agreement shall get at least one (1) night off during each calendar week, Monday to Sunday inclusive, excluding regular days off.

The Conciliation Board unanimously recommends the following:-

- (c) The normal work week shall be 44 hours Monday to Sunday inclusive divided into five and one-half ( $5\frac{1}{2}$ ) working days. Shift Schedules to be mutually agreed upon between Management and the Union Committee.





8. Article 6 - Wage Scale and Classifications

The Conciliation Board unanimously recommends the following:-

|     |                 |                            |
|-----|-----------------|----------------------------|
| (a) | TAPMAN          | \$1.56 per hour            |
|     | WAITERS         | \$1.42 per hour            |
|     | CLERKS          | \$1.13 - \$1.35 per hour   |
|     | HOUSEKEEPER     | \$1.09 per hour            |
|     | MAIDS           | \$ .82 per hour            |
|     | JANITOR         | \$300.00 per month         |
|     | MAINTENANCE MAN | \$307.67 per month         |
|     | COOKS           | \$1.36 per hour            |
|     | DISHWASHERS     | \$ .87 per hour            |
|     | CASHIER         | \$ .98 per hour            |
|     | HEAD WAITRESS   | \$ .98 per hour            |
|     | WAITRESS        | \$ .82 to \$ .87 per hour. |

In making this recommendation the Board has taken into consideration the financial statement provided by the Employer and we are basing our wage scale on the same take home pay hoping that by rescheduling employees shifts on the forty-four hour per week recommendation, the employer will be able to operate satisfactorily without further increase in cost.

The following was agreed to by the parties to the dispute and the Conciliation Board concurs:-

- (b) Part time or casual employees shall be paid for the number of hours worked at the rate set out in the above wage scale.
- (c) When an Employee works in two employment positions such as Tapman and Waiter, such an Employee shall be paid the higher classified rate in the Agreement for each day during which he or she is employed in the double capacity.

An employee working at a higher rated job other than his regular rated job, shall receive the rate of the higher rated job provided he or she is assigned to that job for one (1) hour or longer in any one (1) day or any one (1) shift.

- (d) Wages shall be paid to Employees who are members of the Union in full once per month, with a payroll advance in the semi-month.

9. Article 11 - Uniforms.

The following was agreed to by the parties to the dispute and the Conciliation Board concurs:-

- (a) It is understood and agreed between the Employer and the Union that any employee whose personal clothing is damaged or destroyed in the course of protecting the property of the Employer must make a claim for compensation to the Employer before going off shift and in the event that the Employer rejects such a claim of the employee, it shall be referred to a committee of the Union and the Employer as provided in Article X Clause (a) for decision.

The Conciliation Board unanimously recommends the following:-

- (b) It is understood and agreed between the Employer and the Union that Employees referred to in this Agreement and who are members of the Union and who are required to wear uniforms or special apparel while on duty for the Employer, shall have said uniforms or special apparel supplied, laundered and kept in proper repair by the Employer at no cost to the employees who are members of the Union.

The Conciliation Board further recommends that employees who wear the nylon type uniforms shall receive suitable compensation for doing their own laundering of this apparel.





10. Article 12 - General.

The Conciliation Board unanimously recommends the following:-

- (a) The Employer agrees not to discriminate against any Employee for being a Member of the Union or for fulfilling any of the duties of an Officer of the Union or for being a Member of any Committee of the Union or for performing any lawfull duty whatsoever devolving upon him in connection with the activities of the Union.

The Conciliation Board unanimously recommends that the duration of this agreement be for one year effective fourteen (14) days after the issuance of this Award.

All of which is respectfully submitted,

(SIGNED)

L. W. White, Chairman.

(SIGNED)

Keith M. Millar, Member.

(SIGNED)

Keith Johnson, Member.

DATED at Edmonton, Alberta,

this 14th day of August, 1961.



TO:

The Honourable R. Reiersen,  
Minister of Labour,  
Edmonton, Alberta.

Sir:-

AWARD

IN THE MATTER OF The Alberta Labour Act and  
a dispute between the Beverage Dispensers',  
Hotel Service, Culinary and Restaurant  
Employees Union Local No. 579, Edmonton, and  
certain members of the Edmonton Licensed Hotel  
Association, Edmonton, Alberta.

The Conciliation Board appointed by Order-in-Council No.  
1082/61 dated July 12th, 1961, held meetings with representatives of  
the parties to the dispute and considered the representations made by  
the said parties.

The Members of the Conciliation Board were:-

MR. JOHN HARVIE, Chairman.  
MR. W. STANLEY ROSS, Q.C., Member representing the Employers.  
MR. DAVE GRAHAM, Member, representing the Union.

The issues referred to the Conciliation Board were:-

1. Union Security.
2. Hours of Work.
3. Rates of Pay.

After considering the evidence and the briefs submitted, the  
Conciliation Board makes the following recommendations:-

1. Union Security.

- "(a) All employees who are members in good standing as of the  
effective date of this Agreement, shall continue their  
membership as a condition of employment.
- (b) All employees who are not members in good standing as of  
the effective date of this Agreement shall have the option  
of joining the Union; however, there shall be no discrimination  
by either party against any employee who does not wish to  
become a member."

2. Hours of Work.

The normal work week shall be forty (40) hours consisting  
of five (5) days.

While the Tapmen operating in Edmonton under the expired agreement  
were supposedly on a 44 hour week, according to the evidence presented  
to the Conciliation Board, they have actually been on a 40 hour week,



3. Rates of Pay.

|               |                     |
|---------------|---------------------|
| Tapmen        | - \$70.00 per week. |
| Waiters       | - 59.50 per week.   |
| Glass Washers | - 59.50 per week.   |
| Sparemen      | - 1.45 per hour.    |

Under the foregoing the rate of pay to employees other than tapmen shall coincide with the Calgary Agreement.

The Conciliation Board wishes to express its appreciation to the parties in dispute for the manner in which their representations were made.

All of which is respectfully submitted,

(SIGNED)

\_\_\_\_\_  
JOHN HARVIE,  
Chairman.

(SIGNED)

\_\_\_\_\_  
DAVE GRAHAM,  
Member.

DATED at Edmonton, Alberta,  
this 28th day of August, 1961.





TO:

The Honourable R. Reiersen,  
Minister of Labour,  
Edmonton, Alberta.

Sir:-

MINORITY REPORT

IN THE MATTER OF The Alberta Labour Act and a  
dispute between the Beverage Dispensers' Hotel  
Service, Culinary and Restaurant Employees  
Union Local No. 579, Edmonton, and certain  
members of the Edmonton Licensed Hotel Association,  
Edmonton, Alberta.

Having read the Majority Award herein I find that I cannot agree with it. The evidence submitted to the hearing showed no grounds for any increase or change but on the contrary showed a reduction in business with little prospect for immediate improvement.

Accordingly I take the position that there was nothing to warrant any change from the existing agreement.

Respectfully submitted,

(SIGNED)

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W. STANLEY ROSS, Q.C.,  
Member.

DATED at Edmonton, Alberta,  
this 28th day of August, 1961.



TO:

The Honourable R. Reiersen,  
Minister, Department of Labour,  
Government of Alberta,  
Administration Building,  
EDMONTON, Alberta.

Sir:

IN THE MATTER OF The Alberta Labour Act and a  
dispute between the International Brotherhood  
of Teamsters, Chauffeurs, Warehousemen and  
Helpers of America, Local 987, and Bekins  
Moving and Storage Company (Alberta) Limited,  
Calgary, Alberta.

The Conciliation Board authorized by Order-in-Council No. 1013/61, to deal with the matters in dispute between the above named parties met with both parties on July 24th, 1961, and adjourned at the request of the employees' agent, Mr. Robert Scott, who reported that negotiations were proceeding between himself and Mr. S. Bekins, and he was hopeful of an agreement being reached.

We subsequently met on August 8, 1961, and again Mr. Scott requested a further adjournment since the negotiations were proceeding amicably and a final settlement was anticipated.

On August 10th, 1961, the Chairman received a communication from Mr. Scott, setting out the basis of settlement, and stated that the agreement had been signed by himself and Mr. Bekins.

We therefore met on September 7, 1961 to peruse the report of settlement by Mr. Scott. His statements were confirmed by telephone by Mr. G. J. McDonald, Calgary Manager of Bekins. We understand that a copy of this signed agreement has been filed with your Edmonton Office.

Consequently our task is completed, and we have now dissolved the Board.

DATED at the City of Calgary, Alberta, this 7th day of September, A.D. 1961.

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(SIGNED) A. Calhoun, Chairman

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(SIGNED) E. J. Munson, Company Member

---

(SIGNED) L. Chikinda, Union Member



TO:

The Honourable R. Reiersen,  
Minister of Labour,  
Edmonton, Alberta.

Sir:-

A W A R D

IN THE MATTER OF The Alberta Labour Act and a dispute  
between the Amalgamated Association of Street, Electric  
Railway & Motor Coach Employees of America, Local 569,  
and Diamond Bus Lines Ltd., Edmonton, Alberta.

The Conciliation Board appointed by Order-in-Council No.  
952/61 dated June 20th, 1961, held meetings with representatives of the  
parties to the dispute and considered the representations made by the said  
parties.

The Members of the Conciliation Board were:-

MR. A. DUBENSKY, M.A., L.L.B., Chairman.  
MR. S. H. McCuaig, Q.C., Member representing the Employer.  
MR. NORMAN J. LANSDOWN, Member representing the Union.

The issues in dispute which were referred to the Conciliation  
Board were:-

1. Wages.
2. Recognition of Association.
3. Spread Over and Split Shifts.

After considering the evidence and the briefs submitted, the  
Conciliation Board unanimously makes the following recommendations:-

1. Wages.

Bus Drivers-

(1st six months)

(2nd six months)

1st 2 months - \$ 1.25 per hour  
Next 6 months- 1.35 per hour  
Next 6 months- 1.40 per hour  
Thereafter - 1.45 per hour

\$ 1.30 per hour  
1.40 per hour  
1.45 per hour  
1.50 per hour

Part Time Bus Drivers

.05¢ per hour less than above rates

Servicemen

(1st six months)

(2nd six months)

1st six months-\$1.25 per hour  
thereafter - 1.35 per hour

\$ 1.30 per hour  
1.40 per hour

Mechanics

(1st six months)

(2nd six months)

1st six months - \$1.45 per hour  
2nd six months - 1.55 per hour  
thereafter - 1.65 per hour

\$1.50 per hour  
1.60 per hour  
1.70 per hour

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2. Recognition of Association.

Those employees of the Company who are members of the Union at the date of the signing of this agreement, or who subsequently become members of the Union, shall maintain their membership in the Union, or alternately continue to pay their assessed dues to the Union for the duration of this agreement.

3. Spread Over and Split Shifts.

All runs to be completed within eleven and one-half hours and all additional hours to be paid for at a premium of .10¢ per hour.

It is the unanimous decision of the Board that the Agreement be effective for one year from May 1st, 1961, to April 30, 1962.

All of which is respectfully submitted,

DATED at Edmonton, Alberta, this 2nd day of August, 1961.

(SIGNED) A. DUBENSKY,  
Chairman.

(SIGNED) S. H. McCUAIG,  
Member.

(SIGNED) NORMAN J. LANSDOWN,  
Member.



TO:

The Honourable R. Reiersen,  
Minister of Labour,  
Edmonton, Alberta.

Sir:-

IN THE MATTER OF The Alberta Labour Act and a  
dispute between The International Union of  
Operating Engineers Local No. 857, Edmonton,  
and the Royal Alexandra Hospital, Edmonton.

The Conciliation Board established by Order-in-Council No. 1015/61  
met with representatives of the parties to the dispute and considered the  
representations made within the terms of reference.

We are pleased to report that during the course of the Conciliation  
Board hearings the parties involved have of themselves been able to resolve  
all differences and have completed a collective agreement. This collective  
agreement may be considered as part of the Conciliation Board's report.

The Conciliation Board wishes to express its appreciation for the  
co-operation and the manner in which the representations were made.

All of which is respectfully submitted,

(Signed)

M. L. CHARTER,  
Chairman.

(Signed)

A. DUBENSKY,  
Member.

(Signed)

JOHN L. McINTYRE,  
Member.

DATED at Edmonton, Alberta,  
this 15th day of September, 1961.



THE ALBERTA LABOUR ACT

V O T E S

ON SELECTION OF A

BARGAINING AGENT

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

"L"





V O T E S  
ON SELECTION OF  
BARGAINING AGENT

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

UNION

COMPANY

RESULT

O.K. Construction Employees'  
Association, Edmonton, Alberta.

O. K. Construction  
Ltd., Edmonton,  
Alberta.

Voted for



THE ALBERTA LABOUR ACT

V O T E S

CONCILIATION BOARD AWARD

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

"M"



THE ALBERTA LABOUR ACT

V O T E S

O N

CONCILIATION BOARD AWARDS

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

| <u>UNION</u>                                                                                                               | <u>COMPANY</u>                           | <u>RESULT</u>                                 |
|----------------------------------------------------------------------------------------------------------------------------|------------------------------------------|-----------------------------------------------|
| 1. Trade Unions as follows:-                                                                                               | Brown & Root Ltd.,<br>Edmonton, Alberta. |                                               |
| United Brotherhood of Carpenters<br>and Joiners of America, Local<br>1325, Edmonton, Alberta.                              |                                          | Employees<br>Rejected<br>Employer<br>Accepted |
| United Brotherhood of Carpenters<br>and Joiners of America, Local<br>1460, Edmonton, Alberta.                              |                                          | Employees<br>Rejected<br>Employer<br>Accepted |
| International Association of Heat &<br>Frost Insulators & Asbestos Workers,<br>Local 110, Edmonton, Alberta.               |                                          | Employees<br>Rejected<br>Employer<br>Accepted |
| International Association of<br>Operating Engineers, Local 955,<br>Edmonton, Alberta.                                      |                                          | Employees<br>Rejected<br>Employer<br>Accepted |
| International Brotherhood of<br>Boilermakers, Iron Ship Builders &<br>Helpers of America, Local 146,<br>Edmonton, Alberta. |                                          | Employees<br>Rejected<br>Employer<br>Accepted |
| International Hodcarriers, Building &<br>Common Laborers Union of America,<br>Local 92, Edmonton, Alberta.                 |                                          | Employees<br>Rejected<br>Employer<br>Accepted |
| Brotherhood of Painters, Decorators &<br>Paperhangers of America, Local 1016,<br>Edmonton, Alberta.                        |                                          | Employees<br>Rejected<br>Employer<br>Accepted |
| International Brotherhood of<br>Electrical Workers Local 424,<br>Edmonton, Alberta.                                        |                                          | Employees<br>Rejected<br>Employer<br>Accepted |
| International Association of Bridge,<br>Structural & Ornamental Iron Workers<br>Local 720, Edmonton, Alberta.              |                                          | Employees<br>Rejected<br>Employer<br>Accepted |
| Operative Plasterer's & Cement<br>Masons' International Association,<br>Local 924, Edmonton, Alberta.                      |                                          | Employees<br>Rejected<br>Employer<br>Accepted |





|    |                                                                                                                                |                                                                                       |                                               |
|----|--------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-----------------------------------------------|
| 2. | Amalgamated Association of Street,<br>Electric Railway & Motor Coach<br>Employees of America, Local 569,<br>Edmonton, Alberta. | Diamond Bus<br>Lines Ltd.,<br>Edmonton, Alberta.                                      | Employees<br>Rejected<br>Employer<br>Accepted |
| 3. | Edmonton Printing Pressmen and<br>Assistants' Union Local No. 255,<br>Edmonton, Alberta.                                       | Certain members of<br>the Canadian Graphic<br>Arts Association,<br>Edmonton, Alberta. |                                               |
|    |                                                                                                                                | Sterling Printers Ltd.,                                                               | Employees<br>Accepted<br>Employer<br>Rejected |
|    |                                                                                                                                | Douglas Printing<br>Co. Ltd.                                                          | Employees<br>Accepted<br>Employer<br>Rejected |
|    |                                                                                                                                | Edmonton Printers<br>Ltd.                                                             | Employees<br>Accepted<br>Employer<br>Rejected |
|    |                                                                                                                                | Hamly Press Ltd.                                                                      | Employees<br>Accepted<br>Employer<br>Rejected |
|    |                                                                                                                                | Reliable Printing<br>Co. Ltd.                                                         | Employees<br>Accepted<br>Employer<br>Rejected |
|    |                                                                                                                                | Commercial Printers<br>Ltd.                                                           | Employees<br>Accepted<br>Employer<br>Rejected |
|    |                                                                                                                                | Comset Business<br>Forms                                                              | Employees<br>Accepted<br>Employer<br>Rejected |
|    |                                                                                                                                | A.B.C. Press                                                                          | Employees<br>Accepted<br>Employer<br>Rejected |
|    |                                                                                                                                | Jasper Printers<br>Limited                                                            | Employees<br>Accepted<br>Employer<br>Rejected |
|    |                                                                                                                                | Co-op Press Ltd.                                                                      | Employees<br>Accepted<br>Employer<br>Rejected |
|    |                                                                                                                                | Bradburn Printers<br>Ltd.                                                             | Employees<br>Accepted<br>Employer<br>Rejected |



|                                   |                                               |
|-----------------------------------|-----------------------------------------------|
| Coles Printing<br>Co. Ltd.        | Employees<br>Accepted<br>Employer<br>Rejected |
| Bulletin Printers<br>Ltd.         | Employees<br>Accepted<br>Employer<br>Rejected |
| Sun Publishing<br>Co. Ltd.        | Employees<br>Accepted<br>Employer<br>Rejected |
| Moore Printing<br>Co. Ltd.        | Employees<br>Accepted<br>Employer<br>Rejected |
| Modern Press Ltd.                 | Employees<br>Accepted<br>Employer<br>Rejected |
| Metropolitan<br>Printing Co. Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
| Peerless Printers                 | Employer<br>Accepted<br>No employees          |

International Brotherhood of  
Bookbinders and Binderywomen's  
Union Local No. 188, Edmonton,  
Alberta.

Certain members of  
the Canadian Graphic  
Arts Association,  
Edmonton, Alberta.

|                           |                                               |
|---------------------------|-----------------------------------------------|
| Sterling Printers<br>Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|---------------------------|-----------------------------------------------|

|                                   |                                               |
|-----------------------------------|-----------------------------------------------|
| Metropolitan<br>Printing Co. Ltd. | Employees<br>rejected<br>Employer<br>Rejected |
|-----------------------------------|-----------------------------------------------|

|                           |                                               |
|---------------------------|-----------------------------------------------|
| Edmonton Printers<br>Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|---------------------------|-----------------------------------------------|

|                  |                                               |
|------------------|-----------------------------------------------|
| Hamly Press Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|------------------|-----------------------------------------------|

|                               |                                               |
|-------------------------------|-----------------------------------------------|
| Reliable Printing<br>Co. Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|-------------------------------|-----------------------------------------------|

|                             |                                               |
|-----------------------------|-----------------------------------------------|
| Commercial Printers<br>Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|-----------------------------|-----------------------------------------------|



|                           |                                         |
|---------------------------|-----------------------------------------|
| Co-op Press Ltd.          | Employees Rejected<br>Employer Rejected |
| Coles Printing Co. Ltd.   | Employees Rejected<br>Employer Rejected |
| Bulletin Printers Ltd.    | Employees Rejected<br>Employer Rejected |
| Modern Press Ltd.         | Employees Rejected<br>Employer Rejected |
| Sun Publishing Co. Ltd.   | Employees Rejected<br>Employer Rejected |
| A,B,C. Press              | Employees Rejected<br>Employer Rejected |
| Douglas Printing Co. Ltd. | Employees Accepted<br>Employer Rejected |
| Comset Business Forms     | Employees Accepted<br>Employer Rejected |
| Jasper Printing Limited   | Employees Accepted<br>Employer Rejected |
| Bradburn Printers Ltd.    | Employees Accepted<br>Employer Rejected |
| Moore Printing Co. Ltd.   | Employees Accepted<br>Employer Rejected |
| Atlas Book Bindery        | Employees Accepted<br>Employer Rejected |
| Peerless Printers         | Employer Accepted<br>no employees       |





Edmonton Typographical Union No.  
604, Edmonton, Alberta.

Certain Members of  
the Canadian Graphic  
Arts Association,  
Edmonton, Alberta.

|                           |                                               |
|---------------------------|-----------------------------------------------|
| Sterling Printers<br>Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|---------------------------|-----------------------------------------------|

|                  |                                               |
|------------------|-----------------------------------------------|
| Douglas Printing | Employees<br>Rejected<br>Employer<br>Rejected |
|------------------|-----------------------------------------------|

|                                   |                                               |
|-----------------------------------|-----------------------------------------------|
| Metropolitan<br>Printing Co. Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|-----------------------------------|-----------------------------------------------|

|                  |                                               |
|------------------|-----------------------------------------------|
| Hamly Press Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|------------------|-----------------------------------------------|

|                               |                                               |
|-------------------------------|-----------------------------------------------|
| Reliable Printing<br>Co. Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|-------------------------------|-----------------------------------------------|

|                             |                                               |
|-----------------------------|-----------------------------------------------|
| Commercial Printers<br>Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|-----------------------------|-----------------------------------------------|

|                      |                                               |
|----------------------|-----------------------------------------------|
| Jasper Printing Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|----------------------|-----------------------------------------------|

|                  |                                               |
|------------------|-----------------------------------------------|
| Co-op Press Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|------------------|-----------------------------------------------|

|                           |                                               |
|---------------------------|-----------------------------------------------|
| Bradburn Printers<br>Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|---------------------------|-----------------------------------------------|

|                            |                                               |
|----------------------------|-----------------------------------------------|
| Coles Printing<br>Co. Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|----------------------------|-----------------------------------------------|

|                           |                                               |
|---------------------------|-----------------------------------------------|
| Bulletin Printers<br>Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|---------------------------|-----------------------------------------------|

|                            |                                               |
|----------------------------|-----------------------------------------------|
| Sun Publishing<br>Co. Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|----------------------------|-----------------------------------------------|



|                            |                                               |
|----------------------------|-----------------------------------------------|
| Moore Printing<br>Co. Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|----------------------------|-----------------------------------------------|

|                           |                                               |
|---------------------------|-----------------------------------------------|
| Edmonton Printers<br>Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|---------------------------|-----------------------------------------------|

|              |                                               |
|--------------|-----------------------------------------------|
| A.B.C. Press | Employees<br>Accepted<br>Employer<br>Rejected |
|--------------|-----------------------------------------------|

|                   |                                               |
|-------------------|-----------------------------------------------|
| Modern Press Ltd. | Employees<br>Accepted<br>Employer<br>Rejected |
|-------------------|-----------------------------------------------|

6. Beverage Dispensers, Hotel  
Service, Culinary and Restaurant  
Employees Union, Local 579,  
Edmonton, Alberta,

|                                                        |                                               |
|--------------------------------------------------------|-----------------------------------------------|
| Athabasca Valley<br>Hotel, Hinton,<br>Drinnen, Alberta | Employees<br>Accepted<br>Employer<br>Rejected |
|--------------------------------------------------------|-----------------------------------------------|

7. Beverage Dispensers, Hotel  
Service, Culinary and Restaurant  
Employees Union, Local 579,  
Edmonton, Alberta,

Certain members of  
the Edmonton  
Licensed Hotel  
Association, Edmonton,  
Alberta.

|             |                                               |
|-------------|-----------------------------------------------|
| Cecil Hotel | Employees<br>Accepted<br>Employer<br>Rejected |
|-------------|-----------------------------------------------|

|                  |                                               |
|------------------|-----------------------------------------------|
| Commercial Hotel | Employees<br>Accepted<br>Employer<br>Accepted |
|------------------|-----------------------------------------------|

|                         |                                               |
|-------------------------|-----------------------------------------------|
| Dover Hotel<br>Co. Ltd. | Employees<br>Rejected<br>Employer<br>Rejected |
|-------------------------|-----------------------------------------------|

|              |                                               |
|--------------|-----------------------------------------------|
| Empire Hotel | Employees<br>Rejected<br>Employer<br>Rejected |
|--------------|-----------------------------------------------|

|             |                                               |
|-------------|-----------------------------------------------|
| Grand Hotel | Employees<br>Accepted<br>Employer<br>Rejected |
|-------------|-----------------------------------------------|

|                     |                                               |
|---------------------|-----------------------------------------------|
| International Hotel | Employees<br>Rejected<br>Employer<br>Rejected |
|---------------------|-----------------------------------------------|

|           |                                               |
|-----------|-----------------------------------------------|
| Hub Hotel | Employees<br>Rejected<br>Employer<br>Rejected |
|-----------|-----------------------------------------------|



|                                 |                                               |
|---------------------------------|-----------------------------------------------|
| Kingsway Motor<br>Hotel Ltd.    | Employees<br>Accepted<br>Employer<br>Rejected |
| Lincoln Hotel                   | Employees<br>Accepted<br>Employer<br>Rejected |
| Leland Hotel<br>(Edmonton) Ltd. | Employees<br>Accepted<br>Employer<br>Rejected |
| New Edmonton<br>Hotel           | Employees<br>Accepted<br>Employer<br>Rejected |
| Park Hotel<br>Edmonton Ltd.     | Employees<br>Accepted<br>Employer<br>Rejected |
| Rex Hotel                       | Employees<br>Accepted<br>Employer<br>Rejected |
| Royal Hotel                     | Employees<br>Accepted<br>Employer<br>Rejected |
| Selkirk Hotel<br>Edmonton Ltd.  | Employees<br>Accepted<br>Employer<br>Rejected |
| Strathcona Hotel<br>Ltd.        | Employees<br>Rejected<br>Employer<br>Rejected |
| Transit Hotel                   | Employees<br>Accepted<br>Employer<br>Rejected |
| Yale Hotel                      | Employees<br>Accepted<br>Employer<br>Rejected |
| York Hotel                      | Employees<br>Accepted<br>Employer<br>Rejected |



THE ALBERTA LABOUR ACT

V O T E S

ON

STRIKE ACTION

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

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# V O T E S

## STRIKE ACTION

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

| <u>UNION</u>                                                                                                                    | <u>COMPANY</u>                                                             | <u>RESULT</u>           |
|---------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|-------------------------|
| Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Local Division 583, Calgary, Alberta. | City of Calgary, Calgary, Alberta.                                         | Employees voted for     |
| Trade Unions as follows:-                                                                                                       | Brown & Root Ltd., Edmonton, Alberta.                                      |                         |
| United Brotherhood of Carpenters and Joiners of America, Local 1325, Edmonton, Alberta.                                         |                                                                            | Employees voted for     |
| United Brotherhood of Carpenters and Joiners of America, Local 1460, Edmonton, Alberta.                                         |                                                                            | Employees voted for     |
| International Association of Heat & Frost Insulators & Asbestos Workers Local 110, Edmonton, Alberta.                           |                                                                            | Employees voted for     |
| International Association of Operating Engineers, Local 955, Edmonton, Alberta.                                                 |                                                                            | Employees voted for     |
| International Hodcarriers, Building & Common Laborers Union of America, Local 92, Edmonton, Alberta.                            |                                                                            | Employees voted for     |
| Brotherhood of Painters, Decorators & Paperhangers of America, Local 1016, Edmonton, Alberta.                                   |                                                                            | Employees voted against |
| International Association of Bridge, Structural & Ornamental Iron Workers Local 720, Edmonton, Alberta.                         |                                                                            | Employees voted for     |
| Beverage Dispensers', Hotel Service, Culinary and Restaurant Employees Local 579, Edmonton, Alberta.                            | Athabasca Valley Hotel, Hinton-Drinnen, Alberta.                           | Employees voted for     |
| Edmonton Typographical Union Local No. 604, Edmonton, Alberta.                                                                  | Certain members of the Canadian Graphic Arts Association (Edmonton Branch) |                         |
|                                                                                                                                 | A.B.C. Press                                                               | Employees voted against |
|                                                                                                                                 | Bradburn Printers Ltd.                                                     | Employees voted for     |
|                                                                                                                                 | Bulletin Printers Limited                                                  | Employees voted for     |
|                                                                                                                                 | Coles Printing Company Limited                                             | Employees voted for     |



|                             |                         |
|-----------------------------|-------------------------|
| Commercial Printers Ltd.    | Employees voted for     |
| Sun Publishing Company Ltd. | Employees voted for     |
| Co-op Press Ltd.            | Employees voted for     |
| Douglas Printing            | Employees voted for     |
| Edmonton Printers Ltd.      | Employees voted for     |
| Hamly Press Ltd.            | Employees voted for     |
| Jasper Printing Ltd.        | Employees voted against |
| Metropolitan Printing       | Employees voted for     |
| Modern Press Limited        | Employees voted against |
| Moore Printing Co. Ltd.     | Employees voted for     |
| Reliable Printing Co. Ltd.  | Employees voted for     |
| Sterling Printers Co. Ltd.  | Employees voted against |



THE ALBERTA LABOUR ACT

V O T E S

REVOCATION OF CERTIFICATION

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

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THE ALBERTA LABOUR ACT

V O T E S

REVOCATION OF CERTIFICATION

JULY 1st, 1961 to SEPTEMBER 30th, 1961.

UNION

COMPANY

RESULT

International Brotherhood of  
Teamsters, Chauffeurs Warehouse-  
men & Helpers of America,  
Local 514, Edmonton, Alberta.

Alberta Bedding  
Ltd., Edmonton,  
Alberta.

Employees  
voted for



V O T E S

SECTION 104

|    | <u>UNION</u>                                                                                                                                     | <u>COMPANY</u>                                                                  | <u>RESULT</u>                                                                            |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| 1. | International Brotherhood of<br>Electrical Workers Local 254,<br>Calgary, Alberta.                                                               | The Association<br>of Calgary Electrical<br>Contractors of<br>Calgary, Alberta. | Association<br>voted accept-<br>ance<br><br>Majority of<br>employees voted<br>acceptance |
| 2. | Amalgamated Association of Street,<br>Electric Railway and Motor Coach<br>Employees of America, Division<br>No. 583, Calgary, Alberta.           | City of Calgary,<br>Calgary, Alberta.                                           | City voted<br>acceptance<br><br>Majority of<br>employees voted<br>acceptance             |
| 3. | Amalgamated Association of Street,<br>Electric Railway and Motor Coach<br>Employees of America, Local<br>Division No. 569, Edmonton,<br>Alberta. | Corporation of<br>the City of<br>Edmonton                                       | City voted<br>acceptance<br><br>Majority of<br>employees voted<br>acceptance             |









